

NEATH PORT TALBOT COUNCIL

COUNCIL

30th January 2024

**Report of the Director of Social Services, Health & Housing –
Andrew Jarrett**

Matter for Decision

Wards Affected All

NEATH PORT TALBOT YOUTH JUSTICE AND EARLY INTERVENTION DRAFT YOUTH JUSTICE PLAN 2023-2024

Purpose of the Report

The report presents the background and summary of the content of the Neath Port Talbot Youth Justice Service Early Intervention and Prevention Service draft Annual Youth Justice Plan 2023-24 (Appendix 1).

The report is seeking Member approval for the Neath Port Talbot Youth Justice and Early Intervention draft annual Youth Justice Plan 2023-2024 to be commended to Council. The Neath Port Talbot Youth Justice Service (Early Intervention and Prevention) Management Board has already submitted the final draft to the Youth Justice Board (YJB)

The report was considered by the Social Services, Health and Wellbeing Scrutiny Committee on 16th November and as a result it has been amended in line with their recommendations.

Executive Summary

Background

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 Justice 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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Financial Impact

There is no financial impact on the local authority resulting from this year’s plan.

Integrated Impact Assessment

A first stage impact assessment (Appendix 2) has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage impact assessment has indicated that a more in-depth assessment is not required.

Valleys Communities Impacts

No impact.

Workforce Impacts

There are no workforce impacts associated with this report.

Legal Impacts

There are no legal impacts associated with this report. The production of a youth justice plan is a statutory duty of the local authority under Part 3, Section 40 of the Crime and Disorder Act 1998.

Risk Management

There are no risk management issues associated with this report.

Other Impacts

Crime and Disorder Impacts:

The recommendation should have a positive effect on the below Crime and Disorder Impacts:

- a) Crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment); and
- b) The misuse of drugs, alcohol and other substances in its area; and
- c) Re-offending in the area.

This is due to the services supporting achievement of the WG outcome measure of 'promoting personal and community safety'. In particular the WCADA (Adferiad) Women's Outreach Engagement Service, will support women with complex and co-occurring needs, including mental health and substance misuse.

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

The recommendation should have a positive effect on the below Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

Section 2(1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 introduced a general duty where a person exercising relevant functions must have regard (along with all other relevant matters) to the need to remove or minimise any factors which —

- (a) Increase the risk of violence against women and girls, or
- (b) Exacerbate the impact of such violence on victims.

This is because the Thrive WA-SWAN Project relates to the provision of domestic abuse support.

Consultation

There is no requirement for public consultation on the Youth Justice Plan; however, the plan has been circulated to partners through the management board and the community safety partnerships for comment. It has also submitted to the Youth Justice Board (YJB) and I am expecting feedback in October 2023.

Recommendations

Having given due regard to the IIA, Members are asked to approve the Neath Port Talbot Youth Justice and Early Intervention Draft Youth Justice Plan 2023 – 24.

Reasons for Proposed Decision

To enable the Neath Port Talbot Youth Justice Service (Early Intervention and Prevention) on behalf of Neath Port Talbot Council to undertake its duties to deliver youth justice services in line with the Crime and Disorder Act 1998.

Implementation of Decision

It is proposed for immediate implementation.

Appendices

Appendix 1 - Draft Youth Justice Plan 2023-24.

Appendix 2 - First Stage Impact Assessment.

Youth Justice Report appendices are contained at the end of the Youth Justice Plan

List of Background Papers

None.

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Table of Abbreviations used in the Report and in the world of Youth Justice.

CSE = Child sexual exploitation

SERAF = Sexual Exploitation Risk Assessment Framework

LA = Local authority

SBUHB = Swansea Bay University Health Board

SWP = South Wales Police

SCB = Children Safeguarding Board

GDPR = General Data Protection Regulation

CAMHS = Child and Adolescent Mental Health Services

PPU = Public protection unit

LAC = Looked after children

HSB = Harmful sexual behaviour

NPT= Neath Port Talbot

YOS = The Youth Offending Service

YJS = The Youth Justice Service

YJB = The Youth Justice Board.

HMIP Her Majesty's Inspectorate of Probation.

JICPA- Joint Inspection of Child protection arrangements.

TRM=Trauma Recovery Model

[Appendix 1](#)

NPT Youth Justice Service (Early Intervention and Prevention) Annual plan 2023-2024

| | |
|------------------------------|---|
| Service | NPT Youth Justice Service Early Intervention and Prevention |
| Service Manager/ Lead | Ali Davies |
| Chair of YJS Board | Andrew Jarrett |

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Foreword by Andrew Jarrett

I write as chair NPT YJS management board. I am pleased to ratify the 2023/24 Youth Justice plan and present it to the YJB as the road map for the service since the global pandemic drew to its end, therefore this plan captures the service recovery going forward over the next year.

The multi-agency management board is now well established, and the members have contributed effectively to the Governance of the YJS and to this plan. The children and young people's resource centre is well and truly established and the YJS are very proud to have a community resource for young people called BASE 15. The YJS continues to demonstrate resilience, consistent and continued improvement, high quality interventions, excellent organisational delivery, good quality out of court disposal work and outstanding governance and leadership. This of course means improved outcomes for children and young people, the communities of NPT and the victims of crime.

As a result of the dedicated work of our young people, the management board, senior managers, the team and our multi-agency partners, two inspectorates: HMIP and the JICPA have recognised that significant progress has been made to move Neath Port Talbot YJS from the lowest rating in its previous inspection to the good rating where it sits now. We are now contributors to YJSIP (Youth Justice Sector Improvement Partnership) Peer Reviews across the UK, with the Principal Officer becoming an accredited Peer reviewer.

The YJS have taken the findings from the last inspection seriously and have prioritised setting up a child focused Youth Justice Service (Early Intervention and Prevention). Thus, securing the relevant resources required for children and young people known to the service. NPT have developed robust performance management and quality assurance systems. This has been achieved with the engagement of staff and young people and is testament to the effective governance and leadership arrangements that are in place for the YJS,

The YJS has worked closely with Education and Children Services, professionals from South Wales Police, Probation and Health, to ensure that children and their families continue to be supported beyond the Covid 19 pandemic. As chair of the management board, and director of social services, I am very proud of the improvements made and sustained, and look forward to building on the identified strengths, which will further enhance our NPT YJS.

The principal Officer is now the vice chair of HWB Doeth (The academic arm of the YJB) and we are keen to develop research and evidence-based practice including the Enhanced Case Management (ECM) approach based on the Trauma Recovery Model. The Youth Justice plan for 2022/2023 received an overall good grading last year and we will continue to build on that grade going forward, collaborating and co-producing with our young people, multi-agency partners, and stakeholders.



**Andrew Jarrett Chair
NPT YJS Management board**

22nd June 2023

To place this plan into a local context, there needs to be a clear vision, which links to the wider local authority. NPT have done extensive work, which this plan evidences how we have understood the needs of the cohort of young people, and local trends and patterns. The YJS gathers both qualitative and quantitative data which supports the strategic plan, which in turn will achieve best outcomes for children and young people. There is more information regarding the local context of NPT Youth Justice Plan in section 4 (page 10)

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. 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.

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 (a) The expectations of the YJB

This Youth Justice Plan will equally address the functions assigned to the NPT Youth Justice Service, including how services will prevent offending behaviour and reduce reoffending. It will reflect on how our service takes a strength based approach towards delivering a Child First justice system.

It is positive to note that the Youth Justice Board (YJB) recognises the remarkable response of the sector to the effects of the pandemic on delivery and the support that has been provided to children and young people. The YJB advocates that the

importance of partners working together to put plans in place to mitigate the impacts of the pandemic, and now post- pandemic are more crucial than ever.

These annual youth justice plans provide an opportunity to review performance and developments over a single year period and plan for the next year. This allows services to be able to respond to any changes that have taken place in the previous year, including new legislation, demographic changes, delivery of key performance indicators, and developments in service delivery. The planning and production of a youth justice plan is beneficial to partnership working and service delivery to ensure the best outcomes for children.

The YJB are now taking a more critical role in terms of oversight of the Youth Justice plan. They are also more visible at management board meetings and for the first-time last year analysed and graded the Youth Justice plan. Our overall grade was Good. The YJB have provided a new template both for the plan and the analysis of its effectiveness. There is more scrutiny from the YJB and higher expectations of accountability from the management board.

2 Our Vision

Our aim at NPT YJS (EIP) Youth Justice Service 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.

3 Strategy

The strategies used to make our vision a reality include:

- A commitment to providing a multi-agency and fully integrated services. This plan includes a full section on how we are promoting and developing a Child First Trauma Informed Service.
- This includes seeking the views of children in all stages of their interaction with the service, and a focusing on building positive relationships and empowering children to fulfil their potential and facilitating and enabling outcome focused practice.

- To complete holistic and timely assessments which are child focused and view the young person as child first and a child or young person involved in offending behaviour second.
- This means that children and young people are 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.

4 Exploitation and extra-familial harm

- 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 we now have a full-time education worker. The principal officer is the chair of the Better Futures multi-agency partnership and the service have access to units for therapeutic intervention for young people at risk of exploitation or involved in exploitative situations. The principal officer has recently had work published around the voice of the child in exploitation cases and has presented at the YJB annual conference and Barnardo's conference, therefore there is sound empirical research knowledge and experience in the service to support both staff and young people at risk.
- The fully embedded 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.
- Criminal exploitation, contextualised risk, triangulation meetings with children services have been and will continue to be developed further to manage risk of extra familial harm in the community, focusing on the behaviours and risks presented by perpetrators and not the socially constructed behaviours of children and young people. These work streams and interventions are being developed further including maintaining the consultation clinics with Better Futures, further training and Community risk profiling and mapping. We

have very close links with the safeguarding lead for NPT and are fully integrated in all safeguarding work streams across the council.

- The Operational Manager leads on mapping and has produced some excellent work regarding maps, contextual risk and profiling linking in with other areas of children services to ensure young people are on the correct multi-agency agendas and are safeguarded.
- We have extra support via a regional CAMHS nurse, stronger links with the third sector, and housing re youth homelessness. The Principal Officer leads on Youth Homelessness and crisis bed move on therefore our young people can have access to crisis beds if assessed as necessary. There are also more intervention workers and sessional support staff. This ensures close working relationships with their respective agencies, professional and constructive challenge and creates a healthy learning environment.
- We have secured joint regional funding for a temporary regional worker alongside probation as an IOM (integrated Offender management) Practice Support Worker for the young people who are part of the Criminal Justice system. This is a pilot and if successful could mean future posts and funding being secured.
- 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 girls and boy's audits. Completion of assets within timescales are audited weekly as are our visits to young people.
- We form part of and are included in the audit cycle across children services, subsequently we sighted on any audits that we need to be involved in or contribute to.
- We are embracing and developing the learning culture of child and adult practice reviews and internal learning reviews following scrutiny of cases. There are three trained practice reviewers within the Youth Justice Service and some of the youth Justice cases have been presented to the Safeguarding board for scrutiny and constructive review. This process celebrates positive practice and highlights areas that need development.

- We are now the proud tenants of a fully functional young people’s resource centre in NPT. This has been integral to moving out of the pandemic, developing safe spaces for young people and creating and applying interventions which support our service delivery to ensure the best outcomes for children and 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).
- As the cost-of-living crisis hit in the winter of 2022/2023, the centre was a warm space and provision was put in place for food parcels and elongated hrs for any young people who needed extra support. As a service and as a directorate, we will respond to any socio-economic crisis as the need dictates and in conjunction with the rest of the local authority.
- We are a person-centred service and therefore the views and participation of our young people are integral to everything we do. Participation is encouraged and young people and their families’ voice choice and control is included as a primary consideration. There is a participation officer who works very closely with the Youth Justice Service and a named participation lead in the YJS. This will be discussed later in the report, there are young women and girls groups and initiatives and diversity needs are also a major consideration when discussing disproportionality and the needs of black and ethnic minority young people. The Welsh language is also a national KPI and the authority have Welsh language and translation policies in situ too reflect the needs of staff young people and families who are Welsh speakers or who identify as Welsh being their first language.
- Young people contribute effectively to the management board, there is more about participation and their contributions later in this plan. If there are any consultations taking place young people from the Youth Justice Service are involved.

5 Local Context and Resource

In Neath Port Talbot, the Youth Justice Service (Early Intervention and Prevention) are incorporated within the Children’s Services directorate of the council.

Our Youth Justice Service is a statutory multidisciplinary partnership, equipped to deal with the needs of the whole child. Youth Justice Work is governed and shaped

by a range of legislation and guidance specific to the youth justice sector (such as the National Standards for Youth Justice) or else applicable across the criminal justice sector (for example, Multi-Agency Public Protection Arrangements guidance-MAPPA). The Youth Justice Board for England and Wales (YJB) provides some funding to YOTs. It also monitors our performance and issues guidance regarding how things are to be done.

Funding for our service is set up as follows:

Total budget for the Partnership

£1,037,270.00

| Partners name | Contribution Amount £ |
|-------------------------------|------------------------------|
| Neath Port Talbot | £580,140.00 |
| Welsh Government | £193,490.00 |
| Police and Crime Commissioner | £35,800.00 |
| YJB | £218,560.00 |
| Probation | £5,000.00 |
| Health | £4,280.00 |
| Total | £1,037,270.00 |

Neath Port Talbot is geographically situated in South Wales and includes two towns: Port Talbot, which is on the coast and industrialised, and Neath, which is inland and a Welsh valleys community. According to the latest 2021 census, the population consists of approximately 141,931 people. The population is predominantly white (97%), with non-white minorities representing the remaining 3% of the population. English is spoken as the main language by 98.6% of people and the proportion of people who can speak Welsh is 22 per cent, according to the 2021 annual population survey. The most recent published figure shows that the number of first-time entrants in Neath Port Talbot reduced between October 21- September 22. The service has calculated for the 12-month period covering 2022/23, the number of first-time entrants remains consistent with previous years. The latest

published figure puts Neath Port Talbot below the average rate per 100,000 for Wales.

Although the percentage of the YJS cohort who reoffend has reduced it continues to be one of the highest in Wales and the highest of the YOT family. During 2022/23, Neath Port Talbot had one custodial sentence. The performance reports presented to the management board have led to specific requests for themed audits. These have included child sexual exploitation, gender data regarding boys and girls, violence against the person, accommodation and homelessness.

Our established early intervention and prevention model deployed within both Children Services and YJS 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. The analysis of the prevention data is provided to the Youth Justice Management Board and Welsh government using qualitative narratives to support the quantitative data for funding evidence. There is a full analysis of the prevention data later in this plan on page 37.

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. National standards are commented on in a separate section later in the report. The plan outlines priorities of the service and needs of the cohort and also links to innovative practice and the new intervention centre.

6 Child First

The Youth Justice Board's (YJB) vision is of a Child First youth justice system, is to prioritise the best interests of children, recognising their particular needs, capacities, rights and potential. The YJB is actively working with other organisations across the sector to develop a shared understanding of the benefits of the Child First approach. However, there is much that can be done within the existing system within our local NPT arrangements and this plan reflects our activity in working to achieve this.

Therefore:

- NPT YJS will ensure that all work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
- NPT YJS will promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims.
- NPT YJS will ensure that all work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
- We encourage children's active participation, engagement and wider social inclusion via collaboration with parents' carers and multiagency partners.
- We are part of NPT Children services prioritising outcome focused interventions giving children and their families agency in the key decision made with them.
- This outcome focused approach involves a process of 'doing with, not doing to' young people, hearing their voices, and giving them voice, choice, and control of areas of their lives alongside structure and support within the realms of the Youth Justice Service.
- This service will always view the child as a child/ young person first and a young person involved in offending behaviour second.

7 Trauma informed Practice

- Attempting to address children's offending behaviour without understanding the context of trauma can result in unsuccessful and sometimes detrimental interventions. We know that adversity affects children's brain development and that experiencing trauma in a child's early years or in utero is linked to antisocial behaviour and offending. Additionally, the impairment of neuro-cognitive development may make it difficult for these children to understand and comply with criminal justice interventions and to comprehend the consequences of breach for example. Failure to take account of experiences of trauma and its impact upon child development and emotional well-being will limit the potential benefits of the Youth Justice Service's intervention (Beyond Youth Custody, 2016).

- All practitioners in NPT YJS are Trauma informed trained and aware of the impact of trauma and adverse childhood experiences on young people (as described below.)
- All new entrants into the service will also be offered trauma informed training and training in the trauma recovery model, (Mathews and Scouse 2017)
- NPT YJS is committed to the development of a Trauma Informed Approach across the service and investment in training is key to supporting this. Over the last few years, the service has taken forward Relationship Based Practice that is underpinned by the Trauma Recovery Model, which assists practitioners to guide young people through change.
- The whole workforce has undertaken the three-day Trauma Recovery Model training and embedded the principles of this model within our everyday practice, ensuring that assessments put young people's behaviour in context identifying and recognising the impact of trauma and ACEs as well as stress reactions. Successful intervention planning hinges on understanding the underlying reasons why the young person offended in order to consider how best to support the development of a range of skills, bolster or establish protective factors and address their needs and risks; such planning considers how to increase safety and how to avoid reinforcing trauma.
- The way we work is sequenced and structured and this is central to trauma-informed approaches as is the young person's active participation and acceptance of support; ensuring the support offered is not beyond their skills and developmental capacity and that the right person(s) is involved in supporting the young person. Ensuring the workforce have access to support systems and management oversight to minimise the risks and effects of vicarious trauma is also central in our work to support young people.
- All three workers funded by the PCC Grant are all trained in the trauma informed approaches and will form part of the collective response over the next year to embed trauma informed practice and enhanced case management in practice. Additional to this, they are all heavily involved in the contextual safeguarding approaches embedded across the local authority in response to Harm outside of the Family Home and in particular, exploitation (CSE, CCE, HSB).

- The ECM (Enhanced Casework Management) model is available in the service, to support trauma-informed practice, which is a psychology led, multi-agency approach for young people with complex needs and risks, enabling effective tailoring and sequencing of interventions, recognising the trauma and adverse events children have experienced. In order to support this, NPT YJS have identified a number of trauma champions in the team that will support the facilitation of the case management formulations and they have attended YJB workshops that support them in ensuring that moving forward over the next year, that as a service we continue to respond and develop by fully integrating knowledge about trauma into policies, procedures and practice.

8 The child's voice

In Youth Justice and indeed in social work generally, the challenge of establishing the 'voice of the child or young person' is often present when considering multi-agency working because of competing organisational agendas and priorities. Thematic evidence regarding young people's voices (Smeaton, 2013, Gilligan, 2016, and Hallett, 2017) advocated that when hearing the voice of young people and acknowledging their agentic position, communication with young people should be pivotal to multi-agency or multi-disciplinary practitioners. In NPT, young people's voices are integral to everything we do and set out to achieve.

This is achieved and will be further developed by:

- Our local authority participation officer has regular access to the resource centre (Base 15) and works alongside the YJS lead for participation.
- Children/young people attend or make representation at every management board meeting, and they were involved in a consultation exercise with the engagement and participation officer to rename the resource centre.
- YJS children are involved in the majority of participation programmes and a participation presentation has been given to the management board.
- As part of the HMIP last inspection process, children were invited to participate in a text survey, and offered the opportunity to speak to a HMIP inspector to give their feedback.

- Four children returned the text survey, with three rating the YJS as eight or more out of 10 (with 10 being 'fantastic').
- Inspectors spoke to seven children and one parent.
- They all felt that their workers had the right skills to do the work and had been able to access the right services and support to help them stay out of trouble.
- When asked what was one thing that they liked best about the YJS, one young person said:

"Their kindness and they try to get you involved in things."

Another young person said:

"It's helped having someone to talk to and they have helped me stay out of trouble. I have listened to the advice they have given me."

Participation for NPT YJS means involving and engaging our young person as a partner in the youth justice and safeguarding process, thereby reducing the risk of further offending behaviours, promoting young people being removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system. It is fair to say that, young people often feel that professionals cannot always balance their need for protection and guidance with their right to a voice and make agentic choices about their live, and there will be variance and potential tension between hearing young people and previous risk-based approaches. Talking to our young people, the following themes have emerged over the last 12 months via case work, our participation officer's work, meetings, the inspection survey and simply walking and talking with them through the pandemic.

- Our young people do not want to be talked at or about; they want to be seen, heard, believed, and respected.
- When blamed, held responsible, criminalised, or judged negatively by their behaviours, their relationships with multi-agency professionals are jeopardised evoking mistrust, and creating barriers to being heard.

- Conversely, when young people feel that that they have some agency in decision-making and participated in decisions about their lives, they considered this as essential to a successful safeguarding or risk management plan as multi-agency collaboration (Davies 2022)

8a 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 very strong links with the YJS and brings most of his groups from the LA to access the facilities at the resource centre. The participation officer includes the YJS cohort in the invitations for activities and participation events, independent living skills 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.
- These are some of the quotes from young people involved in our services led by the participation officer and involving YJ staff and young people highlighting the work and interventions that are on-going.
- **Independent Life skills quotes**
- "I've really enjoyed learning to cook, budget meals and feel confident cooking these by myself".
- **LOVE – Let Our Voices Explode** is a young person's action group in Hillside Children's Secure Home. The group attend management meetings and are regularly consulted on regarding decisions made at Hillside. They have played a vital role in decorating the homes and developing the new menu. We have young people placed at Hillside who have contributed to this group
- **Hope – Girls' Rights Group** have been campaigning for safer spaces for girls and women. Girls receiving support from the YJS have played a pivotal role in

organising activities and awareness events to highlight sexual harassment. This has included developing a workshop to raise awareness of the consequences of sexual harassment and delivered to 120 boys in NPT along with self-defence classes for girls and outdoor activity events to build confidence. The project worked in collaboration with SWP, Children's Rights Unit and Plan UK. Their work made national news on BBC Wales.

- **Hope member quote:**

"Hope means everything to me. We are like one big family where I get a voice and people listen."

- **Language:** We Use consultation

YJS young people have been engaging in this consultation to ensure all jargon and corporate language is removed from documents to make them child and young person friendly.

- **Care experienced & Youth justice experienced** YP quote:

"I hate seeing 'in care' it makes me feel like I'm in an old people's home".

- The participation officer carries out exit interviews with all young people leaving the service. I have included an example here.



9 Governance, Leadership, and Partnership arrangements

- The YJS (EIP) 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.
- NPT YJS has an effective local vision and strategy for the delivery of a high quality, personalised and responsive service for all children as set out earlier in the plan.

- Our NPT Youth Justice Service has effectively moved through two of the HMIP inspectorate’s ratings boundaries within a short space of time and in a pandemic, this has been recognised and commended.
- Over the last year, the YJB has introduced a new process and made the decision to grade all submitted Youth Justice Plans, which form the basis of the allocation of grant received into service from the YJB.
- The YJB presented us with a new template in which to complete the plan (this template has been used to set out the current 2023/2024).
- NPT Committee ratified our Youth Justice (EIP) plan last September (2022).
- The overall grade for last year’s plan was **Good**, which supports the findings of the previous inspection.
- This evidenced that the chair of the management board, the wider directorate and our multiagency partners have taken the findings from the last inspection seriously and prioritised setting up a new Neath Port Talbot Youth Justice Service, securing the relevant resources including a children’s resource centre, required for children known to the service or any new entrants and early prevention cases, and have also developed effective and sustainable performance management systems.
- This has been achieved with the engagement of staff and is testament to the effective governance and leadership arrangements that are now in place for the YJS. Neath Port Talbot Youth Justice Service
- The management board is chaired by the Neath Port Talbot Director of Social Services, Health and Housing, Andrew Jarrett who has been the chair since its inception in April 2019.
- Representatives with the right level of seniority attend the board and board members are fully immersed in the work of the YJS.
- The management board includes all statutory partners, as well as some non-statutory partners, such as the cabinet member for children’s services and a representative from the Office of the Police and Crime Commissioner.

- A representative from court is a board member but due to court commitments, it is difficult for them to attend board meetings. Therefore, the YJS principal officer and the operational manager meet with court representatives on a regular basis and a service level agreement is in place.
- New board members receive an induction into their role from the principal officer along with an induction pack, which includes an outline of the function of the board and an explanation of the data sets used.
- The YJB National Practice Guidance for England and Wales, (published December 2021) contains the government pathway written by the operational manager for NPT. This notes that the service's management board governance pathway and its induction pack are good practice guides, which are accessed by all Youth Justice Services across the UK.
- There has been a focus on developing the board so that all members understand their role and responsibilities. This has included several board development days, which have helped to establish working links with the staff team and supported the board
- This has increased the board members knowledge of the work of the YJS. As the board has developed, the development days now focus on scrutinising specific areas of practice.
- The principal officer provides and will continue to provide a management board briefing paper at each board meeting. This includes updates on service and action plans and service area updates, for example, staffing, courts, and actions arising from the last board.
- A safeguarding report is produced for the board on a quarterly basis and includes information on a range of safeguarding data, including referrals to social services, information regarding contextual risk and triangulation meetings, Multi-Agency Public Protection Arrangements, Multi-Agency Risk Assessment Conferences, Prevent (Channel), and complaints and compliments.
- Performance reports are presented at board meetings at different points throughout the year, including six-monthly reports, a yearly profile of the YJS cohort and year-on-year comparisons.
- The number of looked after children on an out-of-court disposal or a court order is in line with the number of looked after children generally in the

Neath Port Talbot area. Work is ongoing nationally to reduce the criminalisation of young people in the looked after system.

- As you are no doubt aware, in March 2022, WG published an All Wales Protocol on reducing the criminalisation of care experienced children and young adults. The Protocol sets out best practice for avoiding criminalisation of this over-represented group whenever possible and is intended to provide a common framework for all professionals working with and supporting care experienced children and young adults (up to the age of 25 years).
- In order to support the implementation of the Protocol, the Welsh Government's Steering Group for Reducing the Criminalisation of Care Experienced Children and Young Adults has commissioned a team to develop a practical multi-agency Toolkit and Training Pack for practitioners.
- There are several residential homes locally and the service regularly manages children from other local authorities who have been placed in the area. This has an impact on local resources and is and will continue to be continuously monitored.
- The looked after children protocol has recently been reviewed and the YJS is promoting it to ensure that the arrangements with children's homes and the police do not result in children being unnecessarily criminalised.
- The management board continues to promote constructive professional challenge and in the last 12 month achieved positive improvements and resulted in an improved offer of provision for CAMHS and Probations services for the YJS.
- Our education worker is now in post and we have made intervention workers permanent.
- We have also recently gone to advert for a pilot IOM (integrated offender manager) practice support worker with funding from probation until March.
- The Chair has also escalated to members of the judiciary the board's concerns about the delays in court procedures for children, highlighting the impact delays can have on the child's emotional and mental health and wellbeing.

- There are robust processes in place for the board to hear the views of children. This has been achieved via multi-modal means including through the children attending board meetings or through video recordings, and WhatsApp messages, which are shared at board meetings.
- There has been a children's rep at the board meetings previously, but he has now moved through our service, we are now considering who can take that role going forward and we are liaising with the participation officer as there may be other young people across children's service who could undertake this role.
- Wider issues that impact on offending behaviour and young people on the periphery of offending are prominent on the wider agendas of other key strategic groups within Neath Port Talbot. The Youth Justice profile has been raised across the directorate, and throughout the strategic partnership boards.
- These include the Children and Adult regional Safeguarding Boards, The Corporate Safeguarding board, The Community safety partnership, Channel Panel, Better Futures Partnership, and the Integrated Offender Management group.
- The YJS Principal Officer has held various senior management roles within Neath Port Talbot, and Welsh Government and over 22 years of senior management and leadership experience and led the disaggregation of the YJS in April 2019. Currently the principal officer is the chair of the Better Futures Partnership, Vice chair of the HWB Doeth partnership (the academic arm of the YJB), Chair of the Youth Homelessness panel, Chair of the crisis bed move on panel, and Chair of Community Mapping and Risk Profiling meeting.
- The Operational Manager has worked for the YJS since 2008 as a social worker and then as a senior practitioner before becoming the Operational Manager. The operational manager represents NPT YJS on all the above meetings/partnerships and is a key player in Out of court disposal meetings, and the meetings with the magistrates and court users. Both officers are accredited child practice reviewers.

- There is a leadership team within the YJS comprising the Principal Officer, Operational Manager, Senior Practitioners, Consultant Social Worker, Information Manager and Business Manager. The leadership team are all knowledgeable about youth justice and work well together to support the team.
- The Principal Officer and the operational manager attend the management board, and other staff members attend to present on specific pieces of work. There is a two-way constructive and supportive relationship between the board and the YJS staff.
- Communication from the board is shared at management and team meetings and board members attend team meetings.
- The operational manager also writes a very successful and acclaimed newsletter for the board so that members are kept updated on YJS issues. There is also a junior newsletter aimed at, and contributed to by young people who use the service. I have included examples of the newsletters [here](#).



YJEIS MONTHLY
NEWSLETTER Octobe

- It important that the staff are updated about the strategic intent of the board and that the board is updated about the operational matters in Youth Justice. Work is ongoing to facilitate this.
- Leadership and Governance was rated as outstanding in the recent HMIP inspection and we will strive to maintain and build on this excellent standard.
- In the analysis and grading of last year's plan the YJB commented that: *'There has been lots of work done on improving governance arrangements and engagement of board resulting in an Outstanding rating in HMIP inspection'*.

10 Resources and Services

The Covid-19 pandemic and related service recovery plans has meant that the YJS has now entered the phase of hybrid working between home and office working. There is now extensive face-to-face working at the centre and in the community, with flexibility to work at home or at evenings and weekends as and when the needs of the service dictate. Assessments, interventions, and visits to children have been

completed creatively and all vulnerable children continue to be monitored in collaboration with our partner agencies. We are mindful of the neuro divergent cohort of young people and those who have communication difficulties. All young people entering the YJS have access to a speech and language assessment. (Neurodiversity and communication are commented on later in the plan p34)

The resource centre, repurposed and refurbished in 2021 is an excellent facility. It has now been renamed following consultation with our young people and participation officer as Base 15. It is purposely designed for our young people and has facilities that we have never had in NPT before including, outside gym equipment, a hairdressing salon, (with vocational course being run) and a new bike maintenance container. There is enough room to develop an allotment, flower and vegetable beds and a working shed. There is a kitchen, laundry, and shower room facilities. Alongside these facilities, there is a well-equipped IT suite, a well-being room, conference facilities, training and sessional and intervention room, administration facilities.

Young people in the participation groups have undertaken graffiti projects, and a music studio for recording and mixing is being developed following funding from SWP to purchase the instruments and equipment. This is very much a centre for young people involving young people. It is also used by young people and officers in the wider directorate and as such has become a collective resource for NPT.

We have purchased other resources to support interventions including I- pads for remote working with young people, and we have restarted female focused programmes to continue supporting young females involved in or on the cusp of offending or antisocial behaviours.

The K9 project which focusses on exploitation continues to go from strength to strength and is accredited and includes sessions on knife crime, county lines and basic first aid (see below page 27).

The YJS police officer has recently delivered Knife crime and violent crime assemblies to all secondary schools in NPT these have been very positively received and have resulted in excellent feedback. Delivery of these workshops was supported by wider Police and YJS colleagues and a victim of knife crime.

'I would like to thank you for the five assemblies which you presented to all year groups on Tuesday 14th March. The delivery was excellent, age

appropriate and the message about knife crime and the long-term impact of a poor decision was extremely powerful. All our pupils were fully engaged, and a large number of pupils has spoken to me at length about the message of the assembly. Thank you and I hope we can work together in the future'.

Stephen Crowson, Assistant Headteacher Dwr Y Felin Comprehensive School

10b Distribution of Resources/Posts

In 2023/24, part of the funding provided by the Police and Crime Commissioner's department would be utilised to partial fund the YJS Youth Justice Worker post to support the ongoing provision of the above support. Moving forward post pandemic as services open up, the YJS Youth Justice Worker will work closely in partnership with other agencies to improve access to services and outcomes for young people; some of these partnerships including working with Swansea Targeted Kicks, St Giles Trust, and Team Around the Family.

The remaining funding would be used to sustain the part funding of the two Ad-feriad substance misuse workers that sit within the YJS. Both these workers, work across the full remit of the service, working with young people in contact with service via prevention (including anti-social behaviour), out-of-court disposals and Court Orders. All young people in NPT YJS assessed as requiring input regarding their substance misuse, receive prompt access to further assessment and targeted intervention via the substance misuse workers. At the height of the pandemic and beyond, this support was still accessible to all young people, although practice adapted to include virtual engagement where necessary; however, as things have opened back up, face-to-face engagement has resumed. All young people have and will continue to receive one-to-one support, which would include elements of harm reduction advice as well as information sessions which would be tailored to the individual's identified substance used. All young people will receive relapse prevention work to some degree, either throughout the intervention or towards the end. Parent/ carer support and advice has also been offered to all families.

10 c. Interventions

On setting up the new Youth Justice Service, the partnership completed a gap analysis to review the resources. As a result, partners developed a better understanding of local youth justice issues and the specific needs of the children known to the service. This included developing exploitation clinics with Better Futures, who provide consultation to practitioners for cases involving exploitation and harmful sexual behaviour.

The YJS has a strong partnership with children's services, and there are three trained child practice reviewers within the service. A YJS multi-agency risk review meeting is convened if a child is assessed as high risk for safety and wellbeing and/or risk of harm to others. The meeting is chaired by a senior practitioner and all staff involved with the case will attend, including any partner agencies working with the child.

There is also a strategic contextual risk panel and an operational multi-agency mapping and community risk profiling meeting. These focus on mapping children in communities and looking at potential areas where exploitation may be happening, the type of exploitation and how it can be disrupted. In addition, the YJS has set up monthly exploitation clinics with Better Futures (a project run by Barnardo's), which provides individual consultation slots for practitioners with any of their cases involving child exploitation, child sexual exploitation, harmful sexual behaviour and child sexual abuse.

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. Over the last two years, (like everyone) we have had to modify our approach and responses because of COVID 19 but as restrictions have lifted it is wonderful to see staff and young people accessing and utilising the centre and our interventions on a daily basis.

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 are now running or developing the following interventions.

[The K9 project \(in collaboration with South Wales Police\)](#)

This is a 3-day group programme delivered alongside Police that aims to engage, discuss and educate young people on the dangers and risks associated

with knife crime, county lines, and substance misuse. The two substance misuse workers are heavily involved in the delivery of sessions on this project given the focus on awareness raising around the risks associated with substance misuse, county lines and dealing. Outside of the formal delivery of work, a key element of this project is about building trust and respect between professionals and the young people, creating an opportunity to understand the issues and concerns as seen by the young people enabling us to respond to them in the most appropriate way. This project is run at several points throughout the year and mainly during school holidays; both substance misuse workers are involved in the delivery of all the programmes scheduled.

Perfectly Imperfect Girls Programme

The YJS in conjunction with multi-agency partners have developed a targeted girl's group programme that is delivered over a day; the content of the group work is adaptable and can be delivered to both a younger (10-14) and older (14-17) audience. The development of this group by YJS who reached out to partners for support was in response to the growing cohort of young females coming into contact with the YJS and there were concerns in relation to their exploitation both criminally and sexually within the local community as well as concerns in relation to low level anti-social behaviour. Over the course of the programme, the young females are supported to explore a range of topics including antisocial behaviour, community safety and how the police can support young people; substance misuse awareness; exploration of support in school and post 16 education; mental health advice and signposting; sexual health support and exploitation. At the end of the programme, there is an organised pampering session that involves the girls having their hair and nails done as well as a lesson on how to apply false eyelashes; this was arranged in consultation with the girls who were also supported to name the project for future delivery. Distance travelled tools have been utilised to measure outcomes across the project as well as gain general feedback from all three groups that have run to date; the results of which were really positive and encouraging. The feedback was scoring their knowledge and understanding of the topics covered before and after the event and there were improvements in all areas with the biggest increases reported around mental health and exploitation. Also 100% of the girls said they would recommend this for other young people and when asked

what were the best parts of the day some of the comments received were "everything" and the "police"; the latter comment is excellent as one of the aims of the project was to break down barriers between young people and professionals, in particular the police. Additional feedback from a young person is provided as follows "I was nervous at first because I didn't know anyone. I gave it a go and it was a good day in the end. I liked being part of a group that had similar experiences to me and they knew what it was like to be arrested. I was able to talk about what happened to me and not feel judged because they got it".

Taking this forward into future delivery, distance travelled tools will be extended to include the measure of softer outcomes as well as outcomes related to knowledge and insight more broadly.

Music Project

Weekly music sessions have been commissioned by the Youth Justice Service since the end of September 2022 and take place at Base 15. At the end of the last financial year, the YJS was successful in applying for a financial bid via South Wales Police to support the purchasing of a range of musical equipment, with the agreement that the YJS would fund the provision of a tutor. A music tutor is now in place and is able to offer young people bilingual one-to-one music lessons, singing and song-writing lessons to support them in expressing themselves emotionally. There is also the option of organising song-writing and performance workshops in the future. We have had 8 young people referred into the project since it started and currently have 4 young people engaged. It is positive to note that one young person who has finished their involvement with YJS, has been supported to continue to access the music tutor privately, with an arrangement in place that the music tutor attends his home every Friday for an hour on the back of his sessions in the YJS office; this offers this young person who has neurological difficulties a continuation in worker and allows him to continue to learn and develop his skills on the acoustic guitar. The current 4 accessing the music project include 2 males and 1 female. The female young person has been supported to access the project as she wanted to learn the guitar and it was a way of supporting her to express herself emotionally; it is positive to note, that she has also been gifted a guitar by the music tutor who has donations of instruments for gifting to allow her to practice outside of the

lessons. One of the young males attending the music project, has been attending as part of his resettlement and reintegration back into the community from custody; the young person is a talented musician and is being supported by the tutor to write and produce his own lyrics. The young people attending the music project are going to be involved in supporting the redesign of the music room and the design and creation of a music mural on one of the walls in the room. In general, young people accessing the music project are able to access 1 to 1.5 hours per lesson over a period of 10 weeks, at which point the intervention will be reviewed. Since the inception of the project, in a total of 87 hours of music lessons have been delivered. This provision will be available ongoing to young people accessing YJS support.

Hairdressing and Barbering (vocational qualification)

NPT YJS has continued to commission hairdressing courses from NPT Skills & Training department over the last 12 months. Five units have been delivered over the last 12 months with 5 young girls consistently attending all units with additional young people attending specific units. Whilst the young people have gained qualifications, they have also improved their softer skills in terms of teamwork, building and maintaining relationships with peers etc. This provision will be available ongoing to young people accessing YJS support.

Bike maintenance

Two members of the team, a social worker and a substance misuse worker have undertaken training that supports them both to teach basic bike maintenance to others. To this end, bike maintenance skills sessions will be offered within the YJS moving forward. NPT YJS have linked up with the NPT Road Safety Department as part of this project and we will be offering Road Safety Levels 1, 2 & 3 to all young people who engage to promote their safety whilst using a bike on the roads.

1. Independent living skills
2. Cookery
3. ASDAN
4. English and Maths tuition and a full education strategy is being developed for young people who are NEET (Not in Education Employment, or training) or

young people excluded from their current provision. We have a full time education worker in situ and maintain our strong links with Neath College and the Education Wellbeing Team.

5. 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. Youth Justice Experienced Young people in crisis are referred for crisis beds and can also be considered for supported lodgings with our commissioned providers.
6. To support sustainable solutions going forward, we have applied and had monies agreed 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. This will be a project aimed at Care leavers and YJS young people to also focus on the national agenda of reducing the criminalisation of care leavers.

Alongside this, we can access St Giles Trust for County Lines intervention and Fearless (run group work around county-lines, knife crime, consequences etc.) St Giles Trust has its own staff trained to deliver the Non-Violent Resistance programme.

7. The NPT YJS have also commissioned and trained our own equine assisted trainer for equine assisted learning. This is a specific area of interest for our senior practitioner who has developed this service within the YJS. This has been one of the most successful interventions to date.
8. This is a first for any YJS in Wales and we are tremendously excited about this resource. This programme has seen fantastic results and was highlighted alongside K9 as excellent examples of innovative practice by the HMIP inspectorate.
9. This provision began in July 2021, and consists of 3x8 week programmes where young people will work with horses and trainers to address issues like trust, emotional response and emotional intelligence.

Equine Assisted Learning

(EAL) is a form of experiential learning that includes horses and a facilitator working together with a person to create positive change. EAL 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. Equine-assisted therapy/learning allows young people, and people of all ages, to work on issues such as assertiveness; confidence; developing and maintaining respectful relationships; emotional awareness; empathy; impulse control; problem-solving skills; social skills; trust in others and trust in self.

Published Research including Stock (2016) and Wilson (2020) highlight 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.

There is growing evidence to show that the use of natural interventions for individuals involved in or at-risk of involvement in crime can foster behaviour change by addressing many of the issues directly related to their criminal activity and helping them to avoid and overcome these problems (Hine et al. 2008; Peacock et al. 2008; Pretty et al. 2009). For individuals who have been victims of crime, interactions and experiences with nature can help them to deal with the trauma that they have experienced and re-integrate them into society (Hine et al. 2009b).

Feedback from the young people who have attended the programme include:

- Young people often report to feeling happier and calmer after leaving sessions, this has had a positive impact on their ability to relax and induced better sleep.
- Parents/carers and schools have noticed an improvement in mood and concentration levels in young people following sessions.
- During one session a young person was able to identify a trigger to flashbacks of physical abuse which were occurring at school, this was shared with school and the young person said the flashbacks had reduced as a result.
- Young people have said that their confidence and self-esteem have improved since working with the horses, this has helped them in developing friendships and improve relationships with parents/carers.

- Others have reported that their communication skills have improved and that they find it easier to express their feelings and ask for support since attending the programme.
- One young person attended just after attempting suicide, he made an incredible connection with one of the horses, and he said “the horse just knew that I needed a friend”. His mental health considerably improved during the course of the programme.
- An increasing number of children recently have said that CAMHS have suggested EAL to them either following their care and treatment or if they don’t meet the criteria for their service. A number of children who have accessed both services report that our non-talking therapy approach works better for them.
- We have also supported parents and children whose relationship was at risk of breaking down. Spending time together with the horses, have given them a safe space to talk, share a common interest and work at strengthening their relationship in a non-confrontational way.

11 Education, Employment and Training: 2023/24

In the last Youth Justice plan we recognised that there was work to be done to drive our education agenda forward, reduce exclusions and to build on the existing links that we have with schools’ colleges and further education. We have now employed a very proactive full time education training and employment worker who is driving this agenda forward alongside the Operational manager.

In NPT we have one Youth Justice ETE post which is aimed to provide ongoing support for these young people in the above cohorts. Our ETE (**Education Training and Employment**) practitioner will engage with the Engagement and Progression Co-ordinator, the NEETS Multi Agency Group and the Engagement Provider Support group, ASD (**Autistic Spectrum Disorder see also below section on additional learning needs p34**) Steering Group. The operational manager attends the Youth Engagement Strategy Group and has had to pick up all of the ETE work in the absence of a practitioner for the past two years alongside her primary roles of the operational manager. Hopefully we have now remedied this and this addressed previous concerns raised by the inspectorate. The Operational manager

meets with Pupil Parent support and the Senior Wellbeing Manager every two months to discuss individual cases.

We recognise that there is (catch- up) 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.

The YJS has strong links with Hillside Secure Children's Home Neath College, we aim to try and develop an education resource facility as part of the planned resource centre. This will mean programmes of education with accreditation can be offered as an alternative to exclusion for specific periods of time, alongside educational staff for our young people. We are trying to develop the sports hall provision at Hillside as our education worker is a qualified fitness instructor. This will incorporate a gym and a climbing wall and will enable Hillside young people and our YJS young people to work collaboratively on sports projects.

12 [Additional learning needs /Autistic Spectrum Disorder and Neurodiversity.](#)

As a Youth Justice Service, we are very aware that young people with Additional Learning Needs, Autistic Spectrum Disorder, Neurodiversity or speech and language/ communication difficulties are at higher risk of being drawn into the criminal Justice system. There are many reasons for this, and they are covered in the plan, but this is what is on offer in the YJS to ensure inclusion and support, whilst managing the holistic needs of the young people wherever possible.

- Hairdressing – City & Guilds
- CSCS card
- Equine Assisted Learning
- Bike Maintenance Project
- Independent Living Skills
- Music Project
- Martial Arts taster sessions
- Motorbike Maintenance Project – outsourced.
- ASDAN
 - Vocational tasters
 - Personal and social skills
 - Informal support and advice.
 - Core subjects

Actions taken by YJS staff include:

- Ensure that YP with additional learning needs is supported at every stage of the process.
 - At the Police station – Appropriate Adult role and responsibility would include sharing concerns /background information if YP is known including SLCN report.
 - At Court – prehearing visits & on the day support
 - Bail support
- The YJS Diverts away from the formal systems where we can.
- Working with schools to identify YP at an early stage to offer support and avoid exclusions as well as the potential to come into contact with the criminal justice system.
- Assessments consider the impact of the ALN and then plan interventions to support the YP taking this into account.
- Feed into Individual Development Plans (IDPs)
- Support YP's
 - Social engagement
 - Academic support
 - Support to express themselves.
- Referral to specialist services for young people with ASD – assessment and intervention for YP and family
- Purchased ELSA resources.
- Full time education worker in post
 - Provides support around access to pre-16 education.
 - Provides support around access to pre-16 provisions.
 - Provides direct intervention in relation to ETE.

Speech and Language therapist's role supports:

- Full speech and language assessment looking into understanding, expressive language and social language.
- Attendance at meetings
- Liaison with school and YJS education worker
- Report writing following assessment (standard report and an easy read visual version for YP)

- Talking Mats strengths and needs assessment (to ensure YP's voice is a part of order/intervention)
- Intervention with YP following assessment – based on assessment results and what they are 'bothered' about
- Adapting resources – making more visual to aid understanding and retention
- Putting programmes together for schools and YJS staff to complete with YP
- Developing resources as requested by case managers/prevention workers
- Onward referrals
 - ASD – discussion with school for ASD ND Pathway referral – will occasionally do this in conjunction with the school if any barriers are identified.
 - Integrated Autism Service (IAS) if YP is 17:06 years or over.
 - Referral to speech and language youth club via Early Intervention & Prevention (EIP) panel where appropriate
- Since having money from the Turn Around Initiative we have also been able to commission Outside with positive results, embedded here are the spectrum outcome measuring tools.

This is the feedback from the young person Received from the Outside co-ordinator.

'J. also wanted me to pass on his thanks to Chris (social worker) He said that Chris and the YJS have been 'absolutely amazing' and the support he had went 'over and above'. He said both he and his parents have said that they don't know where they would be if it wasn't for the YjS support and linking them in with Outside'



Spectrum Star
Outcome Measuring 1



Spectrum Star
Outcome Measuring 1

12 Restorative justice

Restorative justice approaches and opportunities for victims of youth crime will continue to be a focus in 2023/24 Our victim worker was placed within an educational team for two days per week developing and delivering the Restorative Justice programme and training, this was a relatively new and innovative development and enhanced our links with the well-being and education teams. This was agreed

with both the director and assistant director of education with whom we have very good links, it worked well and we will be providing refresher training as and when needed.

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 Agored Cymru unit called Restorative Justice (EC61CY002) Level 1 (credit value 1).

13 Progress against the last Youth Justice plan

The HMIPP inspection report was published on 12 May 2022, it followed the JICPA inspection report September 2022 and the Governance Pathway for good practice in the YJB national guidance December 2021.

These three publications are testament to the progress NPT YJS has made in relation to their Youth Justice plan and within the disaggregated service generally.

We have worked to a post inspection action plan since the last 2018 inspection, and this has now been replaced with the post inspection action plan 2022.

The YJB have introduced an analysis and grading system for all Youth Justice plans and the analysis and grade was Good. I have addressed the areas of any omissions or more information needed in the relevant parts of this year's plan

I have included the grading analysis for reference on page 43 of this plan and highlighted where in this plan those issues are covered.

All actions and objectives were completed in the previous action plan and any rolling actions will be carried over into the new action plan for 2023.

The updated post service recovery plan and the inspection action plan (PIAP) are included on page 46.

The Chief Inspector of Probation Justin Russell commented on the progress of NPT YJS at the conclusion of the inspection.

'NPT Youth Justice Service have obtained an overall rating of good. It takes considerable effort to make such significant progress over the past few years. Especially through the pandemic, but Neath Port Talbot YJS has

achieved it. In real terms this means reducing the likelihood of a child returning to crime, and better the lives of children under their supervision are working. '

The inspectorate concluded that:

'We have inspected and rated Neath Port Talbot Youth Justice Service (YJS) across three broad areas: the arrangements for organisational delivery of the service, the quality of work done with children sentenced by the courts, and the quality of out-of-court disposal work. Overall, Neath Port Talbot YJS was rated as 'Good'. (May 2022)

The inspection found an effective service, with strengths apparent across assessment and service delivery for court orders. Assessing and planning for desistance and safety and wellbeing in out-of-court disposals were also strong areas of practice. The YJS's arrangements for governance and leadership are rated 'Outstanding' and its staffing, partnerships, and information and facilities are 'Good'.

Following this the Principal officer has attended accredited Peer review training and is now an accredited peer reviewer, as part of the national peer review team she will be undertaking her first Peer review in Flintshire in October. The chair of the management board has suggested to board that NPT may wish to be considered for a peer review to ensure that any areas that need further development and scrutiny in the service can be looked at.

The areas that needed further development in the last plan were

- a) Education, and the appointment of a full-time employment education and training officer. (Section 11.)
- b) Profiling of the cohorts of children presented in the performance management data.
- c) Development of a more robust OoC scrutiny panel and OoC process.
- d) Improved links with HWB Doeth

All the above have been achieved and are commented upon within the relevant sections of this plan.

14 NPT performance management 2022/2023

22/23

Young People Offending

| 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|----------------|----------------|----------------|----------------|
| 31 | 29 | 23 | 17 |

During the last financial year the number of young people receiving a substantive outcome for offending reduced and continued the trend over the last few years. The figures have been calculated from the year as a whole and not those that received an outcome in the 4 individual quarters combined as some individuals receive more than 1 outcome per year.

Offences

| 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|----------------|----------------|----------------|----------------|
| 76 | 88 | 82 | 51 |

In previous years, whilst the number of young people offending reduced the number of offences remained relatively stable. However in 2022/23 the number of offences reduced considerably.

First Time Entrants

| Oct 18– Sept 19 | Oct 19– Sept 20 | Oct 20– Sept 21 | Oct 21 – Sept 22 |
|----------------------------|----------------------------|----------------------------|-----------------------------|
| 18 | 13 | 18 | 12 |

The most recent published figure shows Neath Port Talbot FTE figure decreased following an increase in the previous 12 month period. A local calculation has been done for the 12 month period covering 22/23 and shows the number of FTE as being 13. 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.

The latest published figure puts Neath Port Talbot below the average rate per 100,000 for Wales.

Custody

| | 2019 | 2020 | 2021 | 2022 |
|--|-------------|-------------|-------------|-------------|
| | | | | |

| | | | | |
|---------------------|------|------|------|------|
| Number | 1 | 4 | 0 | 1 |
| Rate per 1000 NPT | 0.08 | 0.32 | 0 | 0.08 |
| Rate per 1000 Wales | 0.18 | 0.08 | 0.07 | 0.08 |

During 2022, 1 young person from Neath Port Talbot received a custodial sentence.

Referral Orders

| 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|----------------|----------------|----------------|----------------|
| 22 | 14 | 9 | 12 |

Following a reduction in the number of Referral Orders in recent years 2022/23 saw a 33% increase when compared with the previous year.

Youth Rehabilitation Orders

| 2019/20 | 2020/21 | 2021/22 | 2022/23 |
|----------------|----------------|----------------|----------------|
| 1 | 5 | 4 | 1 |

There was a continuing reduction in Youth Rehabilitation Orders from 2020/21 following a sharp increase in 2020.

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/Of fender | %Reoffending |
| 29 | 15 | 82 | 5.47 | 2.83 | 51.7% |

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

| April 19-March 20 | | | | | |
|--------------------------|--|--|--|--|--|
|--------------------------|--|--|--|--|--|

| Cohort | Reoffenders | Reoffences | Reoffences/Reoffender | Reoffences/Of offender | %Reoffending |
|---------------|--------------------|-------------------|------------------------------|-------------------------------|---------------------|
| 48 | 26 | 94 | 3.62 | 1.96 | 54.2% |

| April 20-March 21 | | | | | |
|--------------------------|--------------------|-------------------|------------------------------|-------------------------------|---------------------|
| Cohort | Reoffenders | Reoffences | Reoffences/Reoffender | Reoffences/Of offender | %Reoffending |
| 34 | 16 | 44 | 2.75 | 1.29 | 47.1% |

Both the number in the cohort and the percentage of the cohort reoffending has decreased in the latest reported 12-month period, following an increase during the previous years.

The percentage of reoffending at around 47% continues to be one of the highest in Wales and the highest of the YOT family, however it has decreased from 54% which was last year's figure.

13 a. Out of court Disposal data.

Following the inspection last year, we reviewed the OoC disposal, Bureau, membership, and scrutiny of our out of court processes . We are now part of the regional scrutiny panel of all out of court disposals. The embedded report provides a Qualitative narrative combined with Quantitative analysis which is used to inform analysis over the next 12 months. We have revised and amended our bureau model and are moving away from the police led model which was the norm in all YJS. This extra layer of independent scrutiny is proving very valuable when profiling the young people coming to bureau.



Scrutiny Data Report
NPT (003).docx

13b. Disproportionality and Diversity.

- There will be a focus on continuing to tackle disproportionality and promoting diversity in all of the work we do in 23/24 and beyond, and on a wider directorate and multi-agency basis.

- Ongoing discussions about anti-racist practice and the impact of structural racism on young people and families is a standing agenda item at the Youth Crime Prevention Executive Board and Subgroup meetings. Board members regularly discuss disproportionality, possible factors which might be causing or affecting disproportionality and what could be done differently across the partnership to address this.
- To ensure that all performance reports provide a breakdown and analysis of diversity issues and the findings are used to drive forward improvements in practice. A report on disproportionality has already been provided to the board and these findings are used to consider practice and open up a dialogue with the team around diversity and disproportionality in respect of ethnicity and gender. This will be facilitated on an on going basis and will be factored into future reports.
- The OOCSD Scrutiny Panel provides oversight and scrutiny about decisions made at panel in relation to the outcomes given to young people; within this there is a clear focus on disproportionality and partner agencies are supported to flag up cases for scrutiny if necessary.
- The YJS are compiling data that allows us to analyse whether young people with the same offending profile have received disproportionate outcomes based on their age gender ethnicity etc. Similarly, this data is also analysed in respect of court outcomes to allow us to feed back to court and to challenge the decisions made.
- We use the analysis relating to diversity and disproportionality to enable conversations to take place that recognise the impact of the criminal justice system on girls, black and Asian and minority ethnic children and target provision accordingly.
- We will review all existing policies and practice documents and ensure that the service's approach to diversity and tackling disproportionality is embedded within each document.
- We will ensure that staff receive training to support their work with over represented groups and children with diversity needs. Cultural competence training has been commissioned via Vibe Youth and there are ongoing conversations

around exploring training that is available that will support staff to work with diversity and in particular to meet the needs of girls, black Asian and Minority and ethnic children who come into contact with the Youth Justice System.

- In conjunction with social services we are working establishing a data set to capture outcomes in relation to the socio economic status of the families that we are working with alongside capturing data in relation to where they reside in respect of local wards and where this ward sits on the Index of Multi- Deprivation: This will support the YJS and wider services to consider the needs of the young people and their families in service planning and delivery . This is particularly important in the current economic and energy crisis.

13 c Neath Port Talbot Youth Justice & Early Intervention Service

Prevention 22/23.



Prevention 2223 -
05.06.docx

14 National Standards

Standards for Children in the Youth Justice System – self assessment of baseline year

In 2021, we submitted our self-assessment of Standards for Children in the Youth Justice System. Because of the Covid situation it was recognised by the YJB that this was a complex task at that time.

The self-assessments provided to the Youth Justice Board (YJB) support them in monitoring our adherence to national standards in line with our statutory responsibilities. The Standards, are set by the Secretary of State for Justice, and aim to:

- Provide a framework for youth justice practice and ensure that quality is maintained.
- Encourage and support innovation and good practice to improve outcomes for children who commit crime.

- Ensure that every child lives a safe and crime-free life, and makes a positive contribution to society.
- Align with the YJB's child first principle.
- Assist the YJB and inspectorates when they assess whether youth justice services are meeting their statutory requirements.
- The YJB concluded the moderation of all the self-assessment submissions received from the sector.
- This exercise was undertaken using a team of internal and external senior managers.
- Our NPT moderation results concluded that our self-assessment of our national standards offers an evidenced reflection of the judgements against service standards. Therefore, the YJB did not carry out a validation visit to NPT.

As the year progresses, we will monitor our progress against our standards, and will be reflected in our QA work when auditing against the standards going forward.

14) Service improvement plan



Service Recovery
plan 2022-25.docx

This is a three-year plan; the new updates are in the process of being agreed across the directorate and will be ratified prior to the submission of the YJ Plan to the YJB

The post inspection action plan is included here and as you can see all actions have now been achieved.

Andrea Brazier Head of Youth Inspection HMIP writes of the action plan:

'The Post Inspection Plan is a thorough and detailed response to the recommendations, and I am sure that with the excellent leadership and the commitment of all YJS staff and partners it will be achievable. I have no doubt that progress is already being made.'



NPT YJS Action Plan
October 2022.docx

I have also embedded the previous grading report here.



grading report.odt

14 a Resettlement

- Strengthening the presence of the YJS at Neath Port Talbot Accommodation Panel and 16+ panel – this includes housing, accommodation providers, IRO's, homelessness prevention services

Consideration is being given Neath Port Talbot Youth Justice Services (YJS) procedures and processes surrounding resettlement have been revised to reflect the underpinning principles of Constructive Resettlement as an evidence based approach to intervention as opposed to a planning/process led by series of meetings. This document has been written to ensure that protocols around the resettlement of detained children and young people are being managed effectively by Neath Port Talbot YJS and those services supporting the resettlement plan.

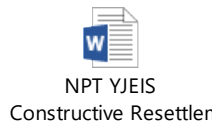
The information contained within this document should ensure that the evidence base surrounding resettlement is understood by all those working with detained children and young people, both on remand and serving sentences, and ensure the delivery of consistent and effective practice within the Youth Justice Sector.

This document should be read in conjunction with Neath Port Talbot YJS Resettlement procedures as well as the following documents:

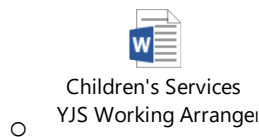
- **National Standards 2019**
 - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/957697/Standards_for_children_in_youth_justice_services_2019.doc.pdf

- **YJB Custody and Resettlement Case Management Guidance**

- <https://www.gov.uk/government/publications/custody-and-resettlement/custody-and-resettlement-section-7-case-management-guidance>



- **YJS- Child & Family Service working protocol**



15 Challenges, risks, and issues

- Continued increase in work demands not accompanied by increased revenue, leading to non-delivery of performance, reduced staff morale, lack of confidence by stakeholders.
- Lack of continued funding to renew temporary intervention worker posts within the team past the end of the financial year.
- Lack of career progression opportunities within the team and potential for staff turnover.
- Increased austerity could place greater demand on the need for a Youth Justice response.
- The economic and social fall out following Covid-19, the cost of living crisis, other world or environmental events that impact on offending rates and requires a youth justice response.
- A requirement to provide a number of Intensive Supervision and Surveillance packages at any one time as this will divert resources from elsewhere in the service and potentially impact on service delivery.
- Greater demand and duties not being accompanied by additional funding placing further strain on existing staff and services they provide.

- Inconsistencies with bespoke IT system to support effective practice; YJS uses a standalone database that does not link up with the systems used by children's services.
- Workloads and demands are increasing but resources are diminishing.
- Education provision for young people could be improved to prevent exclusions and support reintegration back into mainstream provisions - School is a protective factor for young people in terms of preventing offending/re-offending and permanent exclusion has been identified as a critical event that can lead to young people becoming vulnerable to criminal exploitation. We have made progress on this since the last plan and we understand that there is more to do, there is increased engagement with Neath college and all of the schools in the area. We are developing an education strategy with our partners.
- Victim engagement feedback could be improved to ensure that it effectively informs and drives improvement in service delivery, we are working on a system/ process to improve this.
- YJS is not able to consistently reduce re-offending rates amongst a small cohort of young people.
- Continued increase in work demands not accompanied by increased revenue, leading to non-delivery of performance, reduced staff morale, lack of confidence by stakeholders.
- The service could offer more to volunteers to support the youth justice service and help them integrate into the team. Thus, further training should be considered so that they remain up to date with youth justice developments and practice.

16 Evidence based practice.

- NPT YJS has a clear understanding of implementing evidence-based programmes, embedding best practice, and successfully introducing multi-agency programmes within our public services.
- The principal is now the vice chair of HWB DOETH, which is the academic arm of the YJB bringing research and practice together.

- The principal officer Dr Ali Davies is also writing a paper for YJSIP with Dr Ellanora Clarke head of Lambeth Youth Justice Service in relation to the benefit of peer review in Youth Justice. They are hoping it will be published later this year and both are part of the national peer review team.
- Ali Davies has also presented at the YJB conference, and is presenting her research at the Barnardo's conference and the next YJB conference, this research is about the voice of the Young person versus the voice of the professional in cases of CSE (child sexual exploitation)
- We recognise in NPT that Empirically tested evidence-based interventions and evidence base practice are central to positive outcomes for young people.
- NPT is an outcomes- focused children's service which means that empirical evidence is core to all social work practice with children and young people.
- Evidence based interventions are being used consistently within our services and will be built on going forward.
- These were recognised and commented on in the JICPA and HMIP Inspections
- The Operational manager, Amanda Turner, has written and contributed to the national YJB good practice guidance re governance pathways published dec 2021.
- NPT YJS are aware of the merits of testing and verifying empirical evidence via academia and practitioners, within this, we employ a consultant social worker whose focus is to develop research-based initiatives in the team and as part of the wider service directorate.
- It is important to remember that every team member has an area of expertise and positive ability, whatever their rank or role. The YJS is a multi-disciplinary service, subsequently the role of the Principal Officer and operational manager is to elicit those strengths. Those on the ground will often be far more valuable to our children and families than the high-level strategic players, so we adopt a 'what works approach' (Anastas, 2014). Evidence base interventions in the YJS include speech and Language provision, and the support services provide by our substance misuse workers, and the

work undertaken by our CAMHS nurse, who utilise evidence base programmed. Within this we have developed some exceptional and creative interventions which we are gathering evaluation evidence as to their success and what outcomes have been achieved.

- These Include :

- 1) The K9 project, which has been described and evidenced on pages 27, 29, and 31 of this plan.
- 2) Following on from this K9 project the YJS Police Officer and the operational manager have been undertaking knife crime awareness assemblies in schools across the authority, these have been extremely well received and feedback has been included.

17 Looking forward.

We have had another good year in the NPT Youth Justice Service, navigating through the end of the pandemic, ensuring service recovery plans are fit for purpose, developing our Base 15 children and young people's resource centre, and receiving a good grading for last year's YJS plan which means we can build on that grade for this year.

These results speak for themselves and is testament to the commitment of all the staff involved but more specifically to the resilience and commitment of our young people who want better outcomes and who are often the ones best placed to tell us as professionals what will help them the most. Within this, is also hearing the voice of the victims of crime and the voices of our multi- agency partners.

We are developing the voice of youth justice experience young people further (indeed they have contributed to this plan on pages 46 and 47) and we are hoping to develop an easy version of the plan in leaflet form for young people to contribute to and develop the service they want going forward. Therefore, giving young people agency and a voice in this plan, and in all of our work going forward remains integral to our practice. Further information on participation as a priority is contained on page 46 of this plan.

We know that we have achieved a great deal, but we recognise that it is not the time to rest on our laurels, but to build on the recommendations made by the inspectorates and capitalise on the identified strengths. We will simultaneously ensure that we improve the areas identified as needing development.

We are approaching YJSIP to be considered for a peer review on areas to be determined by the YJS management board and our multiagency partners whose comments about the service are incorporated in this plan.

18 Priorities going forward.

18a 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 has been enhanced this year by the appointment of our regional CAMHS nurse who is taking up post imminently, we also have more intervention staff, and the new employment training and education worker.

18b Strategic safeguarding

The Chair of the NPT YJS Management Board Service is a key player 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 Barnardo's, Better Futures and Channel panel, community risk profile meetings, crisis bed move on panel and the Youth homelessness strategic panel. We have also contributed to the West Glamorgan Safeguarding board annual plan with a specific report regarding safeguarding in NPT Youth Justice and early intervention service and an update regarding service developments in the YJS, which strategically links the plans of the safeguarding board and the Youth Justice board. The principal officer has also completed two child practice reviews and adult practice reviews as review last year, and she is currently a panel member for a domestic homicide review. The operational manager has also been a panel member on a

child practice review involving a child from Youth justice, which means that our cohort of children are given full consideration within this strategic arena.

18 c 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. 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.

18d Victim Feedback

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 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. There is also a lot of work being done with the parent advocacy network, and this is something which we would like to see developed in the Youth Justice cohort of parents. 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 with additional business support and administration providing crucial support for the service. Sickness has been problematic over the last year but this too is now being resolved.

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.

18 e 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 sub-groups to ensure that the YJS are fully represented in all external and partnership arenas.

19 Operational Priorities

19a Devising a strategy to reducing exclusions alongside education.

As a common thread running through this plan, we have discussed the role of the education training and employment worker. A key issue for the service and one which can affect better outcomes for our young people are school exclusions. We are therefore looking at this in detail and analysing the number of young people who are excluded or have been excluded from school or who are on reduced timetables. I am now attending the PSP meetings with education that considers children

and young people on reduced timetables/facing exclusion, which can impact on their placement, entering the care system of becoming at risk of being involved in offending or anti-social behaviours. I am collecting data from the teams to analyse these incidents and examine the emerging trend themes and patterns in order to inform a strategy to address exclusion or reduced timetables.

19b Training plan:

The corporate training plan for children services is attached, within this there will be additional training provided for the Youth Justice Service identified as need arises or as themes and trends arise from other workstreams.



SCWWDP CYPS 23-24
Rolling Action Plan - F

20 In conclusion

This plan has been developed alongside board members and partners young people and staff who attended a development day and produced the gap analysis in 2021. The board management board met in June 22 to look at the plan and discuss, amend, and agree.

I have embedded all partner feedback following a small survey I sent them to look at how they felt they contribute to the service and where and how the board holds us accountable and vice versa.

20 a Partner Feedback and Evidence.



Barnardo's Cymru,
Better Futures Service



Careers Wales.docx



Cllr Sian Harris.docx



Hillside Children's
Secure home.docx



Hillside
Education.docx



NPT Education.docx



PCC Office.docx



Probation.docx



SBUHB.docx

This plan will also be shared with children's services CSMG and Social Service Scrutiny Committee (Health and Housing) 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. The principal officer intends to


produce a young person easy read version collaboration with the Participation lead in social services, and this will also be placed before the YJB.

The plan is a fluid document and will be used to monitor the objectives and progress of the service as we move through the next 12 months.

Dr *Alison Davies*

Principal Officer NPT Youth Justice and Early Intervention Service.

Sign off, submission and approval

| | |
|---------------------------------|--|
| Signature |  |
| Chair of Board : Andrew Jarrett | |
| Date | 22 nd June 2023 |