



Education and Children's Services Scrutiny Board (2)

Time and Date

2.00 pm on Thursday, 10th November, 2016

Place

Committee Rooms 2 and 3 - Council House

Public Business

1. **Apologies and Substitutions**
2. **Declarations of Interests**
3. **Minutes** (Pages 3 - 8)
 - a) To agree the minutes of the meeting held on 13th October, 2016
 - b) Matters Arising
4. **Unaccompanied Asylum Seeking and Refugee Children** (Pages 9 - 18)
Report of the Executive Director for People
5. **Coventry Youth Offending Service (CYOS) Youth Justice Plan 2016/17**
(Pages 19 - 102)
Briefing Note of the Executive Director for People
6. **Prevent in Schools** (Pages 103 - 106)
Briefing Note of the Executive Director for People
7. **Outstanding Issues** (Pages 107 - 110)
Briefing Note of the Scrutiny Co-ordinator
8. **Work Programme** (Pages 111 - 118)
Briefing Note of the Scrutiny Co-ordinator
9. **Any Other Business**
Any other items of business which the Chair decides to take as matters of urgency because of the special circumstances involved.

Private Business

Nil

Wednesday, 2 November 2016

Notes: 1) The person to contact about the agenda and documents for this meeting is Michelle Rose, Governance Services, Council House, Coventry, telephone 7683 3111, alternatively information about this meeting can be obtained from the following web link: <http://modern.gov.coventry.gov.uk>

2) Council Members who are not able to attend the meeting should notify Michelle Rose as soon as possible and no later than 1.00 p.m. on 10th November, 2016 giving their reasons for absence and the name of the Council Member (if any) who will be attending the meeting as their substitute.

3) Scrutiny Board Members who have an interest in any report to this meeting, but who are not Members of this Scrutiny Board, have been invited to notify the Chair by 12 noon on the day before the meeting that they wish to speak on a particular item. The Member must indicate to the Chair their reason for wishing to speak and the issue(s) they wish to raise.

Membership: Councillors N Akhtar (By Invitation), P Akhtar (By Invitation), S Bains, D Gannon, S Hanson (Co-opted Member), K Jones (Co-opted Member), D Kershaw, A Khan, M Lapsa, A Lucas, P Male, K Maton (By Invitation), C Miks, M Mutton (Chair), R Potter (Co-opted Member), E Ruane (By Invitation) and P Seaman (By Invitation)

Please note: a hearing loop is available in the committee rooms

If you require a British Sign Language interpreter for this meeting OR if you would like this information in another format or language please contact us.

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Coventry City Council
Minutes of the Meeting of Education and Children's Services Scrutiny Board (2)
held at 2.00 pm on Thursday, 13 October 2016

Present:

Members: Councillor M Mutton (Chair)
Councillor S Bains
Councillor D Gannon
Councillor D Kershaw
Councillor M Lapsa
Councillor P Male
Councillor C Miks
Councillor S Walsh (substitute for Councillor N Akhtar)

Cabinet Members and
Deputy Cabinet Members: Councillor K Maton
Councillor E Ruane
Councillor P Seaman

Employees (by Directorate):

J Gregg, People Directorate
G Holmes, Resources Directorate
N Inglis, Chief Executive's Directorate
J Moore, People Directorate
L Pardy-McLaughlin, People Directorate
M Rose, Resources Directorate
J Simmonds, People Directorate

Apologies: Councillors N Akhtar, R Ali, K Caan and A Lucas
S Hanson, K Jones and R Potter

Public Business

23. Declarations of Interests

There were no Disclosable Pecuniary Interests.

24. Minutes

The minutes of the meeting held on 15th September, 2016, were approved.

Further to minute 18/16 'Quality Assurance Auditing' the Cabinet Member accepted the recommendations.

25. Improvement Board Progress Report - 14th September, 2016

Further to Minute 11/16 the Scrutiny Board noted a joint briefing note which detailed progress on the Children's Services Improvement Plan, reported to the Children's Services Improvement Board on 14th September, 2016, based on data from July, 2016.

The progress report included an update on the six themes aligned to the Department for Education (DfE) Improvement Notice including an update on the Local Safeguarding Children's Board.

The new Chair of the Children's Services Improvement Board, Steve Hart was welcomed and discussed progress so far, the next phase of improvement and the new leadership with the Scrutiny Board.

The Scrutiny Board questioned the Cabinet Member's, the Chair of the Improvement Board and officers on the following:

- accelerated progress
- support with the refocus on early help services and the consistent quality of services
- working with partners and the voluntary sector
- Ofsted

RESOLVED that

- 1) **The progress made be noted**
- 2) **The action plan be noted**
- 3) **Regular updates be received from the Improvement Board with a focus on progress since the last meeting**
- 4) **Updates on Audits be considered when appropriate**

26. Supervision of Social Care Staff

Further to Minute 73/15 the Scrutiny Board considered a report of the Executive Director for People which informed members of the progress on the recommendations from the Scrutiny Task and Finish Group on Supervision of Social Work staff over the last six months.

The Board welcomed Lee Pardy McLaughlin (newly appointed Principal Social Worker) and Andrew Brunt (interim Principal Social Worker). Officers briefed members on the new policy and changes to reflective practice. The Research In Practice website was recommended to members as it was a useful training resource which provided headline messages for elected representatives.

The Scrutiny Board questioned the officers on the following:

- annual appraisals and behaviours framework
- career path development
- working with Universities and providing placements

RESOLVED that

- 1) **Progress in the report be noted**
- 2) **A further report in March 2017 be considered**

27. **Relationships and Sex Education in Coventry: Current Situation and Future Plans**

The Scrutiny Board considered the briefing note of the Executive Director for People which informed members about the current situation and future plans for relationship and sex education (RSE) in Coventry.

The briefing stated that personal, social and health education (PSHE including RSE) was not currently a statutory requirement for schools. Primary schools can decide not to deliver RSE outside of the National Curriculum Science but must have an RSE policy stating this intention (applies to local authority maintained schools only). RSE is statutory in maintained Secondary Schools (DfE 2014) and schools must teach about HIV, AIDS and sexually transmitted infections.

The Department for Education (DfE) had published supplementary guidance on PSHE education which reiterated previous Government policy on the subject, stating that while PSHE education remained a non-statutory subject, it was 'an important and necessary part of pupils' education. From September 2015 OFSTED's key judgement Behaviour and Safety had been replaced by the key judgement Personal Development, Behaviour and Welfare. 'Inspectors will evaluate the extent to which the school successfully promotes and supports pupils': including "understanding of how to keep themselves safe from relevant risks such as abuse, sexual exploitation and extremism, including when using the internet and social media".

Teenage pregnancy rates were decreasing nationally. In Coventry, the rates had fallen by approximately 45% between 1998 and 2014. Since 2008, the Coventry rates had been falling at a faster rate than nationally. In 2014, the under-16 conception rate in Coventry was similar rather than significantly higher than the national average for the first time. Whilst there were many factors which have influenced this decline, high quality RSE was one of the key evidence based areas for action in this area.

Longford and Binley and Willenhall wards had the highest rates of teenage conceptions in Coventry. However, as conception data was a composite of both live births and terminations (for which ward data cannot be supplied), this masks areas where there were high rates of termination in the City.

There were currently 35 academy schools in Coventry, 5 free schools and 81 maintained schools although this was constantly evolving. If all schools became academies none of them would be required to teach basic RSE. However, there were many schools demonstrating good practice with regard to RSE delivery across the City.

Standard lesson plans had been provided to all primary, secondary and special educational needs schools, were updated regularly and were available on www.besavvy.org.uk (Coventry's public facing information website about relationships and sexual health). Additionally, the C-card (condom-distribution) scheme continued to be delivered by school nurses and education staff in schools in Coventry. City College and Henley College distributed nearly 1,300 condoms through the scheme during the first quarter of 2016/17.

The Scrutiny Board questioned the Cabinet Member and officers on the following:

- schools sharing good practice
- support for wards with higher rates of conception
- data
- involving young people
- the use of social media

RESOLVED that

- 1. The suggested recommendations to the Cabinet Member were approved by the Scrutiny Board as below:**
 - a) the contribution that high quality Relationships and Sex Education (RSE) can make to improve the lives of children and young people, support the plans to put forward RSE as a priority for the consideration of the newly established Primary and Secondary Partnerships, and promote RSE with fellow members and governing bodies of schools, through placing it on the agenda/supporting the work of Officers at school governors' meetings.**
 - b) support ongoing lobbying to include Personal Social and Relationships Education as a statutory requirement for schools.**
 - c) request case study presentations from Headteachers of schools where high quality Relationships and Sex Education is being delivered to be brought to a future Scrutiny Board meeting.**
 - d) recommend the Cabinet Member considers including questions on Relationships and Sex Education as part of schools safeguarding audit s175/s157 audit providing challenge to schools when appropriate.**
- 2. The following recommendations to the Cabinet Members were added:**
 - a) Consider the use of un-validated data on conceptions to enable more up to date analysis and better targeting of services**
 - b) To involve young people in discussions about what they would like as part of Relationships and Sex Education**

28. Health Visiting Service

The Scrutiny Board considered a briefing note of the Executive Director for People regarding the Health Visiting Service, which was commissioned by the Public Health Department. The report covered a description of the service, performance and the role of the service in leading CAF's (Common Assessment Framework). Coventry City Council became responsible for commissioning Health Visiting Services together with the Family Nurse Partnership Programme in October 2015. These contracts had previously been held with NHS England.

The health and well-being of children in Coventry was generally worse than the England average across a number of key outcome measures. A number of high profile national reports (Marmot, Tickell, Field and Allen) had all highlighted the same issue: if you want to improve the life chances and health outcomes for children, you need to intervene as early as possible in a child's life, with the biggest return on investment achieved through interventions before the age of two years. Social ROI (return on investment) studies showed returns of between £1.37 and £9.20 for every £1 invested in the early years. Public Health England were currently evaluating the return on investment for universal services, which would be published by March 2017.

Health Visitors were responsible for leading on the Healthy Child Programme, which was a series of mandatory reviews, screening tests and vaccinations for children aged 0- 5 years. In addition to this, Health Visitors offer maternal mental health assessments, parenting support and advice on family health and minor illnesses. They also carry out physical and developmental reviews which include advice on feeding, weaning and dental health. Health Visitors provide a universal service to all families with newborn infants in Coventry. Through weekly child case meetings with Social Care, Midwives and Children Centre workers, Health Visitors share concerns and early warning signs picked up through their visits. As a team, and alongside social care colleagues, a multidisciplinary decision is made about the appropriate response to each case (e.g. CAF level), reducing inappropriate escalation to social care and providing a joined-up response to the needs of the family.

In 2015/16 Health Visitors held an average caseload of 347 cases per Health Visitor. The data from the first quarter of the financial year 2016/17 shows that there was generally good performance against the national Key Performance Indicators for this service. Health Visitors have an important role in leading and supporting CAF cases. Out turn data for the four quarters of the contract indicated that whilst Health Visitors were engaged and making a core contribution to CAF cases, the number of CAF cases newly initiated by Health Visitors was 73 in total during the course of 2015/16 year. Although this appears low, this was a significant increase to the number held a few years ago. Additionally, the health visiting service currently had a role in 425 recorded CAF cases.

The Scrutiny Board questioned the Cabinet Member and officers on the following:

- The target number or average number of CAF's Health Visitors could hold in the future
- Training on e-cafs
- Whether a Targeted Service could be provided rather than Universal

RESOLVED that

- 1) the Scrutiny Board note the information provided in this report and seek follow up as we continue to develop a model that aligns with the Family Hub model and increases the Health Visitors' role in leading on CAF cases**
- 2) The Scrutiny Board recommend to the Cabinet Members that the Director of Public Health and the Director of Children's Services**

discuss how to calculate an average number of CAF's it is appropriate for Health Visitors to hold

29. **Outstanding Issues**

The Scrutiny Board noted the briefing note of the Scrutiny Co-ordinator regarding outstanding actions requested by the Board.

30. **Work Programme**

The Scrutiny Board noted the work programme.

31. **Any Other Business**

- 1) Training had been arranged for members of Scrutiny Board 2 on 3rd November, 2016
- 2) Cllr Mutton requested members give consideration to a recent article regarding 'how to scrutinise schools'
- 3) Scrutiny Board 2 to congratulate the Child Sexual Exploitation Team that had received an award

(Meeting closed at 3.45 pm)



Education and Children's Services Scrutiny Board (2)
Cabinet

10 November 2016
29 November 2016

Name of Cabinet Member:

Cabinet Member for Strategic Finance and Resources - Councillor Mutton
Cabinet Member for Education – Councillor Maton
Cabinet Member for Children and Young People – Councillor Ruane

Director Approving Submission of the report:

Executive Director for People

Ward(s) affected:

All

Title: Unaccompanied Asylum Seeking and Refugee Children

Is this a key decision?

No

Executive Summary:

The City Council has always welcomed and cared for unaccompanied asylum seeking children who have arrived in Coventry and Council has been clear in its commitment to welcome refugees to the City. The need to now welcome and support many more unaccompanied asylum seeking children who have been displaced as a result of events abroad is critical.

The Government has made a number of commitments in relation to supporting and caring for children. A number of local authorities are already engaging in the commitments made across a range of central government initiated schemes. The response of local authorities has been welcomed by Government and close working between central government and local government will continue to find constructive solutions.

Three schemes relating to children have been issued by Central Government for local authorities to consider and adopt.

The first scheme is to request those local authorities that have not already done so to register for the National Transfer Scheme (NTS) which launched at the beginning of July. The Government is proposing an equal distribution of unaccompanied children between local authorities, with the NTS the mechanism to achieve this.

The second scheme is to request that Local Authorities confirm the total number of unaccompanied children that could be placed in the authority for the remainder of this financial year, noting the 0.07 threshold operating under the NTS. (Detailed below)

The third scheme is to consider taking children and their families under the Vulnerable Children's Resettlement Scheme. These are children who have been identified as the most vulnerable and at risk of child labour, forced marriage, child carers and other forms of abuse and exploitation. It is expected that the majority of these children will be accompanied by family or carers.

Recommendations:

Education and Children's Services Scrutiny Board (2) is recommended to:

- (1) *Support the recommendations to Cabinet*
- (2) *Forward any additional recommendations to Cabinet for consideration*

Cabinet is recommended to:

- (1) *Approve and endorse the three schemes proposed by Central Government to support and care for unaccompanied asylum seeking and refugee children*
- (2) *Note that the City Council has registered for the National Transfer Scheme (this decision having been made by the Chief Executive in consultation with the Leader as a decision having been required in an emergency)*
- (3) *Delegate responsibility to the Executive Director People to confirm the total number of unaccompanied children that could be placed in the City for the remainder of this financial year.*
- (4) *Confirm the City Council's commitment to welcoming children and families identified under the Vulnerable Children's Resettlement Scheme.*
- (5) *To note the financial implications of resolving to support and care for unaccompanied asylum seeking and refugee children as detailed in this report.*

List of Appendices included:

Appendix 1 Summary Table additional detail on the criteria for the three schemes

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

Yes this will be considered at the Education and Children's Services Scrutiny Board 2 on the **10th November 2016**

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Unaccompanied Asylum Seeking and Refugee Children

1. Context (or background)

- 1.1 Three key schemes relating to children have been issued by Central Government for local authorities to consider and adopt:-
- 1.2 **National Transfer Scheme (NTS)**
- 1.3 The NTS has been in place for over four months. Since the scheme was implemented on 1 July 2016 over 60 unaccompanied asylum seeking children (UASC) have been transferred successfully under the provisions set out in the transfer protocol nationally. A regional event that took place over the summer was positive and highlighted a real commitment- both at the regional level and at individual authority level- in making the scheme work and ensure vulnerable children receive the care and support they need.
- 1.4 The scheme is designed to ensure that no local authority is required to care for more UASC than it can cope with. To achieve this objective more local authorities need to take on the responsibility of unaccompanied children. As with the Syrian Vulnerable Persons Resettlement Scheme (SVPR), the Government want to encourage a regional approach. On the 6th September 2016 the City Council called upon the Prime Minister to step in and set a quota system for all local authorities to support the resettlement of Syrian Refugees.
- 1.5 The Government have offered additional funding of up to £60,000 for regions participating in the NTS to bolster their regional structures. This is in addition to the £60,000 the Government have already provided to allow a regional approach to SVPR. This £60,000 however has been paid to the Strategic Migration Partnership and has not been available locally to offset costs. Government officials will continue to work with the Strategic Migration Partnerships to ensure implementation is successful and that those areas with limited experience of caring for unaccompanied asylum seeking children receive the support they need. The 0.07 threshold is a regional threshold, and this report assumes that ultimately there is an agreement across the region for each Local Authority to take their share of the regional threshold.
- 1.6 As a result of the sudden closure of the “camps” in Calais on the 24th October the City Council need to register with the NTS became urgent. Paragraph 3.8 of Part 2M of the Constitution enables the Chief Executive, in consultation with the Leader to make decisions required in an emergency. The Chief Executive having consulted with the leader, and with the approval of the Cabinet Member for Children, agreed that this was an emergency situation that required an immediate decision. It was agreed that a report will be taken to Cabinet on 29th November that would include information about this decision.
- 1.7 **Unaccompanied refugee children in Europe (“the Dubs amendment”)**
- 1.8 In addition to the VCRS, the Government committed to bring over unaccompanied refugee children from Europe as set out in the Immigration Act 2016 (commonly known as “the Dubs amendment”). The Government have been working closely with three Member States – France, Greece and Italy – as announced by the former Prime Minister David Cameron, to identify suitable cases and introduce processes where necessary to transfer these children to the UK.
- 1.9 The Immigration Act requires the Government to consult local authorities before arriving at a total number for the scheme. This was also discussed during the regional events. It is recognised that this puts additional pressure on local authorities.

1.10 Vulnerable Children's Resettlement Scheme (VCRS)

- 1.11 The Government announced in April to complement the Syrian Vulnerable Persons Resettlement Scheme (SVPR) in helping vulnerable people displaced by the migrant crisis. The scheme will involve resettling up to 3,000 people during this Parliament, made up of children at risk and their families from the Middle East and North Africa region. The vast majority of children qualifying under the scheme are expected to be resettled with their families and not as unaccompanied minors. The Government expect a very small number of unaccompanied children to be brought to the UK under this scheme and are working with the United Nations High Commissionaire for Refugees (UNHCR) to identify cases suitable for resettlement, ensuring it is always in the best interest of the child. The first families are expected to arrive in the autumn, it is hoped that several hundred resettle before the end of the financial year.
- 1.12 The Government continue to need the support of local authorities to provide homes and support for those resettled under this route. The key difference between VCRS and the SVPR is that the scheme is open to all nationalities in the region in need of protection, due to the vulnerability of a child or children. The funding for families will be in line with that provided for SVPR scheme, and for the small number of unaccompanied children funded in line with the national transfer scheme rates.

1.13 Unaccompanied refugee children in Europe ("the Dubs amendment")

- 1.14 In addition to the VCRS, the Government committed to bring over unaccompanied refugee children from Europe as set out in the Immigration Act 2016 (commonly known as "the Dubs amendment"). The Government have been working closely with three Member States – France, Greece and Italy – as announced by the former Prime Minister David Cameron, to identify suitable cases and introduce processes where necessary to transfer these children to the UK.
- 1.15 The Immigration Act requires the Government to consult local authorities before arriving at a total number for the scheme. This was also discussed during the regional events. It is recognised that this puts additional pressure on local authorities. As at Quarter 2 Coventry have 25 UASC children, in order to meet its responsibility of 0.07 % of the overall children and young person population of approximately 75,000 this would rise by a further 28 children equating to 53 children in total.

1.16 Placing unaccompanied asylum seeking and refugee children

- 1.17 The Government have made it clear that unaccompanied children will be treated the same irrespective of their method of entry into the UK, including those arriving clandestinely. It would be unfair to prioritise the placement of unaccompanied children based on arrival method. For this reason, all unaccompanied refugee children who are brought to the UK under a formal scheme, but are not reuniting with family members, will be placed in to local authority care through the NTS. Local Authorities will receive the same daily funding rates for unaccompanied looked after children as they do for all other unaccompanied asylum seeking children through the NTS.
- 1.18 Unaccompanied children will only be brought to the UK where it is deemed to be in their best interests and the Home Office will share information obtained on individual children with the relevant local authority ahead of transfer. It is crucial that the NTS is fully operational to transfer and properly support unaccompanied refugee children who are brought to the UK, and make a success of this new initiative.

2. Options considered and recommended proposal

- 2.1 The details of the three schemes have been described above. Doing nothing is not recommended and does not recognise the City Council commitment to refugees and vulnerable children. The secretary of state has the authority to impose the dispersal of UASC on local authorities that have not engaged.
- 2.2 The proposal is that the local authority endorse the commitment made by Government and proceed with this new initiative and implement the three schemes to provide continued support and care to unaccompanied asylum seeking and refugee children.
- 2.3 The criteria for the three schemes is illustrated in **Appendix 1**.
- 2.4 Presently Coventry have 25 UASC children, and in order to meet its responsibility of 0.07 % of the overall children and young person population of approximately 75,000 this would rise by a further 28 children equating to 53 children in total.

3. Results of consultation undertaken

- 3.1 This is a Government requirement; information will be shared with partners, members, staff and Trade Unions on the new schemes for unaccompanied asylum seeking and refugee children.

4. Timetable for implementing this decision

- 4.1 There is an immediate need to implement this decision. It is unknown how often, or how many vulnerable child refugees or Unaccompanied Asylum Seeking Children are likely to need to come and live in Coventry. Those with family locally will be placed with them through the Dublin treaty regulations whilst UASC will come through the National Transfer Protocol up to a number of 53 which is 0.07% of the current child population.
- 4.2 In order to implement the new schemes, a process will be agreed and implemented Immediately.
- 4.3 The fostering service presently have 6 available bed space to support the NTS, proposal. In order to meet the demand of 28 children in total there are currently 27 households in the process of assessment. Of these, 9 would be able to support this scheme.

5. Comments from Director of Finance and Legal Services

5.1 Financial implications

- 5.1 There is £60,000 available from government for regional set up and infrastructure costs. We expect that this will be available to the Strategic Migration Partnership in a similar way to the SVPR, and not available locally to offset costs.
- 5.2 It is hard to be completely accurate in relation to the financial implications, as it will depend on:
 - The individual needs of each of the UASC, which will impact on what type of placement they require; ¹
 - Availability/sufficiency of placements, which will impact on where we are able to place UASC, and corresponding cost;

¹ The cost of placement can range from just over £20K per annum in internal foster care to in excess of £150K per annum in some external residential settings.

- Whether the 53 UASC equates to headcount or full time equivalent, as costs are driven by the number of days and nights in placement rather than headcount numbers; and
- Timing of the additional numbers coming into the city.

5.3 The figures included are therefore an estimate based on the 2015/16 average unit cost of a UASC, compared with the grant received, for a full year.

5.4 The UASC placement costs could increase as a result of pressure on the system, as there tends to be a finite number of lower cost placements (such as internal fostering). This means that we have to purchase placements from external providers at a higher cost. As this adds an additional 28 looked after children into the system, this is inevitable in the short term, but can be managed over the longer term with a clear commissioning and procurement strategy including continuing to increase internal foster care numbers.

5.5 In 2015/16 the majority of UASC were placed in external foster care. The average unit cost is £47K per UASC, and we receive on average £37K of grant per annum. In 2015/16 this means that each UASC cost the local authority just over £10K. This includes placement cost, and the additional costs of these children and young people becoming looked after (e.g. social worker, independent reviewing officer time). The additional unfunded full year cost for 28 full time children and young people is therefore estimated to be approximately £300K per annum, notwithstanding the further financial risk outlined above.

5.6 This will add to the budgetary control pressure in the Children's service and the wider People Directorate, and will largely impact on the placement budget. Work is underway to investigate how we can mitigate against this through underspending or additional grant funding. The implications will also be built into the budget setting process in future years.

5.7 **Legal implications**

5.8 The Council would still have statutory responsibilities for unaccompanied asylum seeking children who present themselves within the city.

5.9 The relevant parts of the Immigration Act 2016 relevant to these Schemes came into force on 31 May 2016 - The relocation and support of unaccompanied refugee children, transfer of responsibility for relevant children and the duties upon local authorities for relevant children. The Act places a duty upon the local authority to provide information to the Secretary of State for the purposes of enabling such transfers to take place.

5.10 If a Local Authority refuses to engage in the voluntary programme then the Secretary of State has been awarded new powers under the Immigration Act 2016 that will allow for the dispersal of unaccompanied asylum seeking children to be imposed on local authorities.

5.11 The Council needs to make sure that it complies with the public sector equality duty set out in S149 Equality Act 2010 when coming to a decision on the proposals.

6. **Other implications**

The increase of UASC for the council, has wider implications for services as a whole. Although the financial reimbursement may cover the placement. The extra cost associated With the increase equates to a 1.5 social work equivalent case load and approximately a third of a caseload for an IRO.

Alongside is the requirement to increase the sufficiency strategy to account for 28 further potential fostering beds. Recruiting Foster Carers from the beginning of marketing to the

date the first placement is made would take a minimum of 6 months. The recruitment of foster carers is active and ongoing as part of the medium term financial strategy to increase the number of looked after children placed with in house foster carers. The current marketing campaign includes a component which is closely connected to providing care for unaccompanied minors. However, there has not previously been specific targeted marketing for applicants who are interested in caring for unaccompanied minors. This has been due to the plan to ensure that foster carers can approve as broad a range of children as possible.

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

This decision is consistent with the Council's aim to support vulnerable people.

6.2 How is risk being managed?

Financial risk needs to be managed by:

- maximising the use of the existing Looked After Children (LAC) placements available to us to minimise vacancies in lower cost provision
- a thorough needs analysis of the LAC population including demand mapping to ensure we have the correct commissioning and procurement strategy in place (including internally)
- a clear and safe move on strategy to enable move on to independence of all LAC at the first appropriate point

6.3 What is the impact on the organisation?

The impact of this strategy in isolation will increase the number of LAC and increase the costs of the service. Where we cannot mitigate against this through corresponding underspends or additional funding this could result in funding reductions in non-statutory services.

Responsibility for the provision of sufficient school places currently rests with the City Council – it has a statutory responsibility under section 14 of the 1996 Education Act. It is anticipated that an additional 28 pupils would be able to be accommodated within existing provision without a need to create additional school places.

For admissions to schools, UASC have the same rights as other children coming to this country. They have equal access to the full curriculum, appropriate to their age, ability and aptitude and any special educational needs they may have. They are admitted to school/academies using the same local authority criteria as apply to any other child seeking a school place. Admissions will be through the normal admissions process. The School Admissions Code requires the Local Authority to have an In-Year Fair Access Protocol to ensure that access to a suitable school place is secured quickly for children who have no school place.

6.4 Equalities / EIA

Public authority decision makers are under a non – delegable on-going duty to have due regard to the need to advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and those who do not. The relevant protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

The implications of additional UASC in the city will impact on school places and is likely to have impact on additional health needs.

Report author(s):**Name and job title:**

Sonia Watson, Children's Services Improvement Manager
 John Gregg, Director of Children's Services

Directorate:

People

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Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Lara Knight	Governance Services Co-ordinator	Resources	11.10.16	11.10.2016
Iqbal Ghag	Head of Children's Safeguarding	People	11.10.16	21/10/16
Nancy Meehan	Head of Children's Social Care	People	11.10.16	21.10.16
Sally Giles	Head of Childrens Strategic Commissioning	People	11.10.16	24.10.16
Jivan Sembi	Head of Regulated Services	People	11.10.16	24.10.16
Katherine Robinson	Fostering Manager	People	11.10.16	24.10.16
Names of approvers for submission: (officers and members)				
Finance: Rachel Sugars	Finance Manager	Finance & legal	11.10.16	26.10.16
Legal: Julie Newman Katrina Reynolds	Legal	Finance & legal	11.10.16	26.10.16
Director: John Gregg	Director of Children's Services	People	11.10/16	26.10.16
Members: Councillor Ed Ruane	Cabinet Member Children and Young People		24.10.16	24.10.16

This report is published on the council's website:

www.coventry.gov.uk/meetings

Appendix 1

Summary Table Criteria for three Schemes

	Unaccompanied asylum seeking children transferred through the NTS	Unaccompanied Refugee Children in Europe (‘Dubs amendment’)	Vulnerable Children Resettlement Scheme (VCRS)
Government Commitment	Government committed to considering claims lodged in the UK 3,043 claims made in 2015	To be confirmed	Up to 3,000 people this Parliament
Summary Eligibility Criteria	<ul style="list-style-type: none"> Children who arrive in UK and lodge a claim for asylum <p><u>Additional information</u> Most UASC are male aged 15-17</p>	<ul style="list-style-type: none"> Aged under 18 In Europe before 20 March 2016 Will or are likely to qualify for refugee status The transfer to the UK is determined to be in the best interests of the child Priority will be given to cases with a UK family link <p><u>Additional Information</u> Cases will be a mixture of family reunion cases and unaccompanied children</p>	<ul style="list-style-type: none"> Those deemed to be ‘Children at risk’ as identified by UNHCR <p><u>Additional Information</u> In the majority of cases, children will be accompanied by their families or carers. We expect low numbers of unaccompanied children to be resettled</p>
Nationality	All	All	All
Referral Countries	N/A	<ul style="list-style-type: none"> France Greece Italy 	<ul style="list-style-type: none"> Turkey Lebanon Jordon Iraq Egypt
Leave granted	To be determined on a case-by case basis	To be determined on a case-by-case basis	5 years’ Humanitarian Protection



Coventry City Council

Briefing note

To: The Education and Children's Services Scrutiny Board

Date: 10th November 2016

Subject: Coventry Youth Offending Service (CYOS) Youth Justice Plan 2016/17

1 Purpose of the Note

- 1.1 The purpose of this briefing note is to provide the Education and Children's Services Scrutiny Board (2) with information about the Coventry Youth Offending Service (CYOS) Youth Justice Plan, which has been agreed and signed off by its Statutory Partners, and to seek endorsement of the plan.
- 1.2 In addition, it will provide an update on the outcome of HM Inspectorate of Probation Short Quality Screening inspection that was undertaken in July 2016 and the service's response.

2 Recommendations

- 2.1 The Education and Children's Services Scrutiny Board (2) is recommended to:
 - 1) Endorse the Coventry Youth Offending Service (CYOS) Youth Justice Plan that will be submitted to The Parliamentary Library in line with the requirements of the Crime Disorder Act, 1998.
 - 2) Identify any further recommendations to the appropriate Cabinet Member.

3 Information/Background

- 3.1 The Crime and Disorder Act imposed a duty on each Youth Offending team to complete and submit a Youth Justice Plan each year.
- 3.2 The Plan provides an overview of Coventry Youth Offending Service's (CYOS) achievements against key indicators, plans and targets, and identifies the key strategic actions for the next 12 months.
- 3.3 The Plan has been agreed and signed off by the Statutory Partners (Police Health, Probation and the Local Authority, represented by the Director of Children's Services (People Directorate.)

4 The Youth Justice Plan

- 4.1 The Plan is completed annually, agreed by CYOS Management Board members and submitted to The Parliamentary Library. The current Plan has secured Board sign off and Cabinet Members endorsement is being sought. If the plan is not submitted as required it places CYOS in breach of its Youth Justice Board (YJB) conditions of Grant agreement. This year 2014/15 the YJB grant is £ 492,205 which represents 34% of the services budget.
- 4.2 CYOS is required to report against three national indicators. They are
 - Reducing the number of young people entering the criminal justice system (FTE)
 - Reducing re offending
 - Reducing the use of custody for young people

4.3 Headlines from 2015/16 include

First Time Entrants

- Whilst there has been an increase in FTEs, the total for the year was still 16% lower (75 young people) than the services family group members for the previous year
- In the 18 month period from October 2014 to March 2016, CYOS has tracked 110 young people who have been subject to an Enhanced Community Resolution (ECR) of whom only 7 have reoffended

4.4 Reoffending

- The binary reoffending rate fell again by 0.6% while the national rate rose by 1.2% (YJB Divisional Report)
- Whilst there has been an increase in the frequency rate of 2.85 the rate for England rose by 7.1% (YJB Divisional Report)
- In real terms, when compared to the previous period CYOS had 19 less young people go on to reoffend and 57 less offences committed
- In the last HMIP young person's e-Survey 80% of 40 respondents stated that their work with CYOS had made them a lot less likely to reoffend

4.5 Custody

- The use of custody fell to record low rates for the city, at 0.62 per 1,000 young people, which equates to 18 young people receiving a custodial sentence
- Remand use has also declined sharply, with the number of bed-nights used falling from 1,447 to 650

4.6 Our priorities for 2016/17 include

- Seek to reduce the number of LAC young people entering the Criminal Justice System (CJS). We will work with partners to increase the impact of restorative justice approaches within care homes
- Sustain a range of Out of Court Disposal (OCD). Enhanced Community Resolutions provides an early intervention to young people and their families without the stigmatisation of a formal criminal justice record
- Embed the use of AssetPlus and enhance the quality of management oversight
- Maintain and build on the timely response to "new" offending by CYOS and partners. Live tracking enables agencies to quickly review planning and resources to young people in order to respond to reoffending. The tracking tool also enables emerging patterns of offending to be identified and responded to
- Recognise the impact of maturation of young people via the delivery of a bespoke court approach to the 18-24 year old cohort. Coventry has been selected to be part of a pilot by T2A and The Centre for Innovation which will adapt adult court procedures in order to recognise levels of maturation and ensure procedural fairness (young person's perception)
- Continue to develop the Coventry Attendance Centre. The centre provides a range of interventions and this year we will be increasing the number of accredited activities with the Open College Network
- Retain our focus on ensuring that all remands are appropriate and it is only used as a last recourse
- Reduce the number of unplanned exits from alcohol and substance misuse service

- Enhance victim protection. We will ensure that Case Planning meeting explicitly identifies actions to ensure victim safety and fully consider restorative approaches
- Ensure that CYOS are fully integrated in to responses to “missing episodes”. This will include auditing of case files to ensure that return home interviews (RHI) have been received and responded to in safety and well-being planning and using our statutory appointments to support completion of RHI

Short Quality Screening inspection update

4.7 The inspection was conducted from 28-30 June 2016 as part of HMIP programme of inspection of youth offending work. The report is published on the HMI Probation website.

4.8 Context

4.9 The aim of the youth justice system is to prevent offending by children and young people. Good quality assessment and planning at the start of a sentence is critical to increasing the likelihood of positive outcomes. Twenty cases were examined of children and young people who had recently offended and were supervised by Coventry Youth Offending Service (CYOS). Wherever possible, this was undertaken in conjunction with the allocated case manager, thereby offering a learning opportunity for staff. Coventry CYOS had only recently moved premises, changed to the use of a new database and implemented AssetPlus.

4.10 Summary

4.11 The published reoffending binary rate for Coventry was 36.0%. This was slightly better than the previous year and better than the England and Wales average of 37.8%.

4.12 HMIP stated that:

“Overall, we found that Coventry CYOS was performing well in most areas of practice. Case managers were engaging children and young people from the outset of their supervision, as well as their parents/carers. Where it was necessary, they were also enforcing orders. The assessment of factors contributing to offending behaviour was a strength, as was the understanding of diversity issues. Improvement was required in the assessment of vulnerability and the planning for safeguarding work, and in the effectiveness of management oversight.”

4.13 HMIP identified as key strengths:

- Committed and experienced staff.
- Assessment and review of factors contributing to reoffending.
- Efforts to understand and work with diversity needs.
- Enforcement and compliance.

4.14 HMIP identified areas requiring improvement:

- Assessment of vulnerability and planning for safeguarding work.
- Management oversight of public protection and safeguarding work.

5 CYOS comment

5.1 The Inspectorate recognised that the service was experiencing significant transitions including new IT, new site, and new data base and assessment framework. In addition to this there were staff reductions approximately 18 months ago and a formal restructure is underway at the moment.

5.2 CYOS were assessed as performing well in most areas although it is recognised that the service needs to move forward from the changes and ensure consistent practice embeds

across all areas. Managers' time has been utilised very heavily resolving IT/ system / provider issues, which is ongoing, and cascading training to staff but as we go in to the autumn it is expected that consistent practice and oversight will become increasingly evident

- 5.3 CYOS have an Action Plan in place that was presented to LSCB Safeguarding Effectiveness and Quality Subcommittee on the 13 September 2016. The service is delivering against that plan and this will be monitored by the CYOS Board.
- 5.4 Actions in the plan include:
- 5.5 Learning more from a very high performing YOS
 - Additional training workshops
 - Additional performance support to YOS to enhance the risk / performance register
 - Lowering the threshold for audit activity to include low risk cases under safety and well-being activity
 - Increase reflective practice opportunities and formalise the integration of RIP model for supervision
 - Test impact of training workshops via case file audits

Appendix 1: Coventry SQS report 0616

Appendix 2: SQS CYOS Action Plan

Appendix 3: Youth Justice Plan 2016-17

<i>To:</i>	John Gregg, Chair of Coventry Youth Offending Service Management Board
<i>Copy to:</i>	See copy list at end
<i>From:</i>	Alan MacDonald, Assistant Chief Inspector (Youth Justice)
<i>Publication date:</i>	20 July 2016

Report of Short Quality Screening (SQS) of youth offending work in Coventry

The inspection was conducted from 28-30 June 2016 as part of our programme of inspection of youth offending work. This report is published on the HMI Probation website. A copy will be provided to partner inspectorates to inform their inspections, and to the Youth Justice Board (YJB).

Context

The aim of the youth justice system is to prevent offending by children and young people. Good quality assessment and planning at the start of a sentence is critical to increasing the likelihood of positive outcomes. We examined 20 cases of children and young people who had recently offended and were supervised by Coventry Youth Offending Service (YOS). Wherever possible, this was undertaken in conjunction with the allocated case manager, thereby offering a learning opportunity for staff. Coventry YOS had only recently moved premises, changed to the use of a new database and implemented AssetPlus.

Summary

The published reoffending rate¹ for Coventry was 36.0%. This was slightly better than the previous year and better than the England and Wales average of 37.8%.

Overall, we found that Coventry YOS was performing well in most areas of practice. Case managers were engaging children and young people from the outset of their supervision, as well as their parents/carers. Where it was necessary, they were also enforcing orders. The assessment of factors contributing to offending behaviour was a strength, as was the understanding of diversity issues. Improvement was required in the assessment of vulnerability and the planning for safeguarding work, and in the effectiveness of management oversight.

Commentary on the inspection in Coventry:

1. Reducing reoffending

- 1.1. The assessment of factors leading children and young people to offend was carried out well in Coventry. Case managers had made an effort to understand the reasons for reoffending in 18 out of 20 cases. Reviews of the reasons for offending were carried out well enough in all relevant cases.

¹ The reoffending rate that was available during the fieldwork was published April 2016 and was based on binary reoffending rates after 12 months for the July 2013 and June 2014 cohort. Source: Ministry of Justice.

- 1.2. We looked at 12 pre-sentence reports (PSRs) and judged 9 to be of sufficient quality, although we found that some contained information about the impact on victims which should not have been included. In two reports, which were considered to be of insufficient quality, we judged that local management arrangements had failed to identify or rectify deficiencies. In all but one relevant case, we found that the courts had been provided with sufficient information to carry out sentencing. Reports provided to referral order panels were judged sufficient in three out of four relevant cases.
- 1.3. Planning in the community and during the custodial phase was carried out well enough in the majority of cases, although the YOS was not helped by the format for plans under the new database which was a barrier to engaging children and young people. One hard copy of a plan ran to 11 pages. In 8 out of 11 relevant cases, the reviews of plans were carried out well enough.

2. Protecting the public

- 2.1. The assessment of the risk of harm that children and young people posed to others, and the subsequent reviews, were carried out well enough in a high proportion of cases.
- 2.2. Custodial planning to manage the risk of harm the child or young person posed to others was carried out sufficiently well in all but one case. The proportion was slightly lower in the community but was still judged to have been carried out well enough in 16 out of 19 cases. The plans were reviewed sufficiently in most cases, although two had not been reviewed at all.
- 2.3. Where there was an identifiable victim or potential victim, the management of the risk of harm posed to them had not been effectively managed well in four out of ten cases.

3. Protecting the child or young person

- 3.1. The assessment of safeguarding and vulnerability needs was not carried out well in enough cases; 7 out of 19 vulnerability screenings were judged to be insufficient. Where this was the case, it was generally because the offending behaviour of children and young people had not been recognised as posing a potential risk to themselves. Reviews were judged to be sufficient in the same proportion; 4 out of 11 were judged insufficient.
- 3.2. Planning to safeguard children and young people was not carried out satisfactorily in enough cases; 5 out of 16 plans were considered to be of insufficient quality. Plans were not reviewed sufficiently in half of the cases and two plans had not been reviewed at all.
- 3.3. Case managers paid attention to the health and well-being of children and young people. In cases where there were indicators of child sexual exploitation, the YOS was not always as included in the work by other agencies as it should have been.

4. Making sure the sentence is served

- 4.1. The YOS had an experienced and committed group of staff who made considerable efforts to understand, and work with, the individual needs of the children and young people they supervised and their parents/carers. Engagement of both groups in the assessment process was good, which started with their inclusion in the preparation of PSRs. Efforts were made to identify and understand diversity factors and, where relevant, these had been incorporated sufficiently into PSRs.
- 4.2. Plans did not pay sufficient attention to diversity factors in enough cases. Less than two-thirds of children and young people and their parents/carers were involved sufficiently in planning.

- 4.3. Where a child or young person had not fully complied with the order, the response of the YOS was judged to be sufficient in all but one of the cases. This was also true where the child or young person had been arrested, or convicted of, new offences.

Operational management

We found that case managers understood the principles of effective practice and the policies and procedures that they were working to. The management oversight of the work to safeguard children and young people, and to protect others from the risk of harm they posed, was not effective. Where there were deficiencies in assessment and/or planning, these had not always been addressed. Not all staff were confident in the countersigning arrangements.

Key strengths

- Committed and experienced staff.
- Assessment and review of factors contributing to reoffending.
- Efforts to understand and work with diversity needs.
- Enforcement and compliance.

Areas requiring improvement

- Assessment of vulnerability and planning for safeguarding work.
- Management oversight of public protection and safeguarding work.

We are grateful for the support that we received from staff in Coventry YOS to facilitate and engage with this inspection, particularly in view of the difficulties caused by the recent move and change of database. Please pass on our thanks, and make sure that they are made fully aware of these inspection findings.

If you have any further questions about the inspection please contact the lead inspector, who was Jane Attwood. She can be contacted at jane.attwood@hmiprobation.gsi.gov.uk or on 07973 614573.

Copy to:	
YOS Manager	<i>Angie Parks</i>
Deputy YOS Manager	<i>Georgina Kell</i>
Local Authority Chief Executive	<i>Martin Reeves</i>
Director of Children's Services	<i>Gail Quinton</i>
Lead Elected Member for Children	<i>Ed Ruane</i>
Lead Elected Member for Crime	<i>Abdul Khan</i>
Police and Crime Commissioner for West Midlands	<i>David Jamieson</i>
Chair of Local Safeguarding Children Board	<i>Janet Mokades</i>
Chair of Youth Court Bench	<i>Carol Thorne</i>
YJB Business Area Manager	<i>Peter Ashplant</i>
Ofsted – Further Education and Skills	<i>Paul Joyce, Stephen Miller</i>
Ofsted – Social Care	<i>Carolyn Adcock, Mary Candlin, Eleanor Schooling, Lisa Pascoe</i>
Ofsted – Links	<i>Lynn Radley, Caroline Prandas</i>
Care Quality Commission	<i>Jan Fooks-Bale</i>
YJB link staff	<i>Lisa Harvey-Messina, Paula Williams, Linda Paris, Rowena Finnegan</i>
YJB Communications	<i>Ali Lewis, Rachel Brown, Summer Nisar, Adrian Stretch</i>

Note 1: As an independent inspectorate, HMI Probation provides assurance to Ministers and the public on the effectiveness of work with those who have offended or are likely to offend, promotes continuous improvement by the organisations that we inspect and contributes to the effectiveness of the criminal justice system.

Note 2: We gather evidence against the SQS criteria, which are available on the HMI Probation website - <http://www.justiceinspectrates.gov.uk/hmiprobation>.

Note 3: To request a paper copy of this report, please contact HMI Probation Communications at communications@hmiprobation.gsi.gov.uk or on 0161 240 5336.

CYOS SQS Action Plan 2016

The inspection was conducted from 28-30 June 2016 as part of HMIP programme of inspection of youth offending work. The report is published on the HMI Probation website.

Context

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Summary

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HMIP stated that

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HMIP identified as key strengths

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- Enforcement and compliance.

HMIP identified areas requiring improvement

- Assessment of vulnerability and planning for safeguarding work.
- Management oversight of public protection and safeguarding work.

CYOS comment

The Inspectorate recognised that the service was experiencing significant transitions including new IT, new site, new data base and assessment framework. In addition to this there have been staff reductions approx. 18 months ago and a formal restructure is underway at the moment.

Some of the work under scrutiny would be both managers and staffs first assessments and oversight activity under the new framework. The consultants who undertook our restructure review did not think that HMIP would visit during a transition to AssetPlus as “there would be little that they could learn during that period”

Given the timing of the inspection we were pleased that we were assessed as performing well in most areas although we recognise that we need to move forward from the changes and ensure consistent practice embeds across all areas. Managers time has been utilised very heavily resolving IT/ system / provider issues, which is ongoing, and cascading training to staff but as we go in to the autumn we expect consistent practice and oversight to become increasingly evident

	Action	Timescale	Lead	Outcome	Progress
<p>HMIP stated that, where there were deficiencies in assessment and / or planning , these had not always been addressed (by management)</p>					
1	<p>Visit and learn from a very high performing YOT (recent Inspection Judgement))</p> <p>Gateshead</p> <p><u>Currents reports</u></p> <p>Sign off to be included as part of weekly Risk Registers</p> <p>Frequency of contact and appointments offered to be available within 1 week of end of counting period</p>	August	<p>CYOS Georgina Kell</p>	<p>Identified enhanced local performance functionality within Child view</p> <p>Request made for additional data team resource to provide weekly reports, discussions on going regarding resource to provide required reports</p>	<p>Completed</p>
			<p>CCC Data Team David Woodhouse or alternative provider. To be determined</p>	<p>Reports available weekly</p>	<p>In progress</p>
			<p>CCC Data Team David Woodhouse</p>		<p>Outstanding</p>
					<p>Outstanding</p>

<p>HMIP stated that where assessment of safeguarding and wellbeing was not sufficient it was generally due to offence based vulnerability not being recognised and not recognising some of the new vulnerability indicators (VF) This meant that in two cases a low vulnerability judgment had been made where medium was appropriate (offences of TWOC)</p>					
2	<p>Workshop- AssetPlus Safeguarding and well-being, judgments and interventions</p>	<p>September</p>	<p>CYOS Adrian Seymour</p>	<p>Learning Objectives</p> <ul style="list-style-type: none"> • Staff can demonstrate that they understand the changes in thresholds between AssetPlus and Asset • Identify adverse outcomes • Identify impact • Identify context , likelihood and imminence • Be able to identify offence based vulnerability 	<p>In progress , training dates identified across September</p>
<p>HMIP commented “case managers understood the principles of effective practice and the policies and procedures that they were</p>					

working to”. There was an exception which was the new AssetPlus stage signing off process “... that not all staff were confident in the sign off process “

3	Management oversight to now include low as well as medium to high	September	CYOS Operation Managers	Temporary oversight process in place to run parallel with training workshops	Completed
	Sign off agreement amended and recirculated to staff.	September	CYOS Tom McSweeney	All staff are confident in the sign of process and correctly submitting stages for sign off	Completed
	Staff will be asked to confirm they understand the process in supervision	September	CYOS Operation Managers		In progress
	Following audit and staff demonstrating appropriate thresholds for low judgments oversight will reduce to medium and high only	To be reviewed November	CYOS Management Team	All thresholds are correctly applied and responded to	Early findings expected November

While HMIP identified understanding of diversity issues was a strength they identified some plans did not pay sufficient

attention to diversity factors

4	Workshop- Diversity, from assessment in to effective intervention	October	CYOS Andrea Barnes	<p>Staffs good understanding of diversity factors and barriers to engagement will be clearly reflected in Intervention planning and communicated to appropriate professionals.</p> <p>Learning objectives</p> <ul style="list-style-type: none"> • Will be able to describe the different methods used to address diversity needs(for example putting in reminder systems for those with speech, language and communication needs) • Be able to identify where such factors may be a barrier to engagement • Identify how parents or careers could be supportive in reducing barriers • Demonstrate an understanding of the range of interventions available based on diverse need and reflect this in Intervention Plans • Can demonstrate appropriate recording (correct section on system , rationale for selection of key interventions , reduction of barriers based on YPS diversity need, how parent/ careers support will be utilised and communication of plan to relevant professionals 	In progress , training dates identified across October
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5	<p>Measure impact of workshops on practice</p> <p>Audit two per worker and ongoing on risk led basis</p>	November (post workshop)	CYOS Management Team	<p>Young people's safety and well-being risk is identified and reflected in planning and interventions</p> <p>Diversity responsivity clearly evidenced in Intervention planning</p> <p>Identified Victims are protected through good risk management planning and interventions</p> <p>Evidence of consultation with parents / careers , self-assessment (scanned and stored in documents) and reflection of priorities in plan</p>	Not started
<p>HMIP stated that that planning to manage risk to others was carried out well enough in a high proportion of cases. That said , they did identify that, where there was an identifiable victim or potential victim the management of risk of harm posed to them had not been managed well in four out of ten cases</p>					
6	<p>Victim lead to review planning to manage risk to victims</p> <p>Deliver workshop -Protecting</p>	September	<p>CYOS Matthew Haynes</p> <p>CYOS Matthew</p>	<p>Review to provide additional key learning points for training referenced below</p> <p>Learning outcomes</p> <p>Staff will be able to identify actions to reduce risk</p>	In progress , training dates identified

	identified victims	October	Haynes	<p>to victims / potential victims. This will include</p> <ul style="list-style-type: none"> • <u>specific victims</u> • potential changes in risk of harm are anticipated within the plan which includes arrangements sufficient for the case circumstances • understanding whether a prime causal factor should be targeted or whether additional external controls are required • ensuring sufficient attention is paid to diversity • how to make overt that objectives / interventions are included because of the risk of harm or vulnerability 	
<p>HMIP stated that while there was good engagement of young people and their parents in the assessment process this dropped to two thirds with regard to being involved sufficiently in planning</p>					
7	<p>Workshop - Service user active involvement in planning “ what does it look like”</p> <p>Audit 2 cases per worker,</p>	<p>October</p> <p>December</p>	<p>CYOS Georgina Kell</p>	<p>Staff will be able to identify quality indicators which include;</p> <ul style="list-style-type: none"> • plan developed with active involvement of the young person / parents prior to signing • the plan has been provided to the child and young person / parents / careers and signed • Plan is written in language the child can understand and is meaningful to them • The custodial plan evidences effective engagement with children and young people additional to the requirements of 	<p>In progress training dates identified</p>

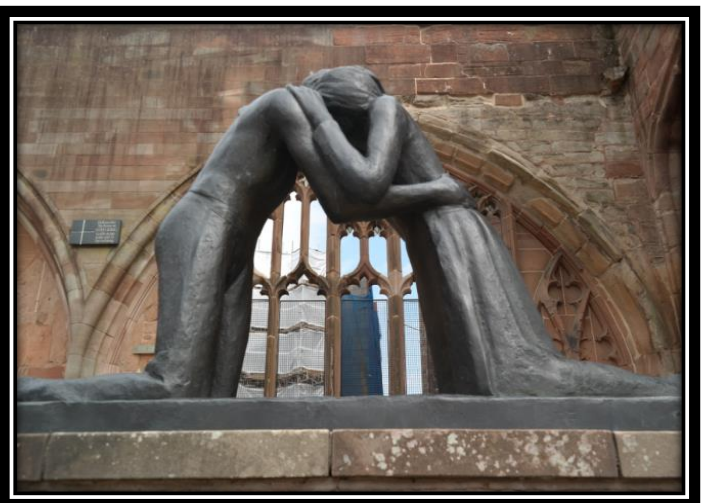
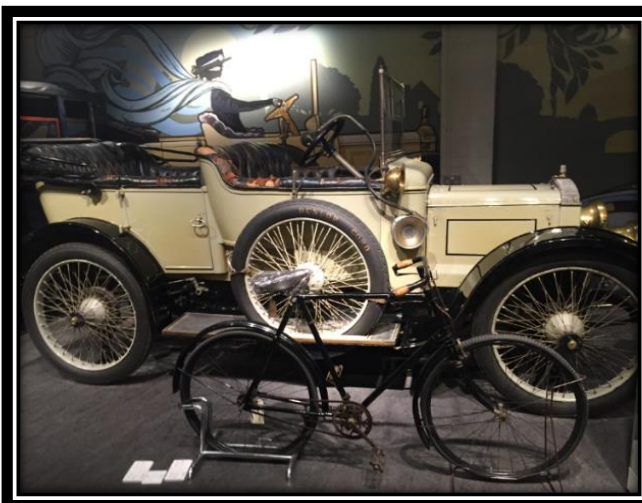
	continued on a risk led basis			<p>formal planning</p> <p>Staff will evidence their application by ;</p> <ul style="list-style-type: none"> • Self-assessment completed and relevant outcomes from the self-assessment (scanned and stored in documents)are reflected in the plan and the YP has been assisted to understand the link • Evidence of consultation with parents / careers , self-assessment (scanned and stored in documents) and reflection of priorities in plan • Evidence of active participation including being discussed in advance and not just provided for signature. The discussion must be recorded in case diary entry 	
<p>HMIP stated (verbal feedback) that case managers should be “enabled to sit back from the forms and look at what’s going on “ and needed more “ thoughtful interrogation “</p>					
8	<p>Case managers supervision contracts are refreshed</p> <p>LA 2016 RIP model and LA reflective practice template and</p>	<p>September</p> <p>October</p>	<p>CYOS Operation Managers</p>	<p>The primary purpose of supervision is to achieve better outcomes for children and young people and victims of youth crime by:</p> <ul style="list-style-type: none"> • ensuring the supervisee is clear about roles and responsibilities; enabling decision making on behalf of the child and the agency • <u>providing space for case discussions and critical reflection; deepening their</u> 	<p>Commenced</p>

	<p>approach utilised</p> <p>Targets to be included, as required, in appraisal process</p> <p>Bi monthly practitioners forum introduced – practitioner led</p>		<p>CYOS Practitioners</p>	<p><u>knowledge of a child and their critical analytical skills</u></p> <ul style="list-style-type: none"> • offering guidance and support; to construct and oversee plans which provide positive change for children • <u>identifying gaps in learning, deepening workers skills and knowledge and promoting a learning culture</u> • <u>facilitating performance management; supporting workers to maintain emotional resilience</u> • <u>valuing workers views and feelings; motivating them</u> <p>Staff can identify areas of practice they wish to discuss with peers</p>	<p>Dates set and circulated for 6 months</p>
<p>HMIP stated that in cases where there were indicators of child sexual exploitation, the YOS was not always as included in the work by others agencies as it should have been</p>					
<p>9</p>	<p>Review YOS engagement with the developing MOG and COG meetings / processes to ensure appropriate exchange of information on YOS young people</p>	<p>October</p>	<p>CYOS HOS Nancy Meehan</p>		<p>Commenced</p>

	Review mechanisms for information exchange between YOS and social care re YOS young people subject to complex CSE investigations, to ensure that case holders are aware of and can contribute to discussions				
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Coventry Youth Offending Service

Youth Justice Plan 2016 - 17



Photography courtesy of a CYOS Young Person's Project

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Youth Justice Plan 2016 – 2017

1. Executive Summary

The Coventry Youth Offending Service (CYOS) has a history of good performance against the National Indicators, which means less young people are reoffending and entering custody each year. This also translates into good outcomes for the community with less victims of crime. Those young people who are offending are making “repairs” to victims and acting for the benefit of the wider community. They receive support and control to keep them safe, improve their health and wellbeing and modify their behaviours.

The service is now experiencing a plateau in terms of further improvements in some areas of performance, however continue to be assessed by external bodies such as the Youth Justice Board (YJB) and Her Majesty’s Inspectorate Probation (HMIP) and performing well.

“..... Coventry are a high performing service..... Coventry are effectively managing their reoffending cohort..... Coventry is a well-managed YOT with a robust Management Board, which is making progress against all 3 National Indicators despite some very serious risks and reductions to staffing and resources”

(From YJB Partnership Advisor, Midlands business region Quarterly Divisional reviews

“Overall we found that Coventry YOS was working well in most areas of practice”

(HMIP Short Quality Screening inspection (SQS), June 2016)

The last few years have been a particularly challenging time for the service; following a 25% reduction in staffing levels, there was an additional in-year budget cut from the YJB, and this year saw further financial pressures resulting in imminent post reductions across multiple tiers of the service.

This pattern of reduction in resource is likely to continue, whilst the demand for statutory services and the associated work load has remained stable.

Coventry City Council (CCC) has now embarked upon the process of becoming a constituent member of a West Midlands Combined Authority, which will see seven existing metropolitan authorities combine. CYOS anticipate a West Midlands model of youth offending delivery to be announced in the autumn.

CYOS are pleased that the devolution agreement with HM Treasury designated offending as one of its four key work streams, as this reinforces the value of activity in this area of practice.

There is recognition that changes in approach are required to build on the year on year successes that have been achieved in reducing the number of first time entrants, the number

of offenders and offences and the use of custody. This will ensure that good outcomes are secured for the remaining cohort of young people in the Criminal Justice System (CJS) who have very complex needs.

The challenge is recognised by all partners and this group of young people feature heavily in planning across all agencies; for example, West Midlands Police focusing on young people who offend and the increasing profile of early intervention and prevention activity.

Coventry's 2016-2019 Health and Wellbeing Strategy is specifically seeking to tackle health inequalities that disproportionately affect young people, with expected outcomes including less violence, (which was the most common type of offence last year), and lower rates of offending overall.

Key partners, as evidenced above, have committed to supporting initiatives to address the challenges associated with entrenched offending behaviours and the work will continue, but the delivery model may look very different over the next few years.

During 2016 the CYOS Management Board commissioned an external Consultant to review the service and inform the development of an interim delivery model, intended to support continued effective delivery until the release of the Charlie Taylor Review, and outcomes from West Midlands Combined Authority planning are known. The revised service model will result in some reduction in posts across management, practitioner and support staff.

There is still scope for improvement and the challenge going forward is to achieve this in a challenging and dynamic landscape, with decreasing resources.

CYOS look forward to benefits being achieved through new and innovative practices and developments.

Headlines from 2015/16 include:

National Indicator-First Time Entrants (FTE) into the Youth Justice System (YJS)

- Whilst there has been an increase in FTEs, the total for the year is still 16% lower (75 young people) than the Services family group member average from the previous year.
- In the 18 month period from October 2014 to March 2016, CYOS has tracked **110 young people** who have been subject to an Enhanced Community Resolution (ECR) **of whom only 7 have reoffended to date.**

National Indicator re-offending

- The binary reoffending rate **fell** again during this year, **by 0.6%**, while the national rate for England rose by 1.2 % (YJB Divisional Report).
- Whilst there has been **an increase in the frequency rate of 2.8%** the rate for **England rose by 7.1%** (YJB Divisional Report).
- In real terms, when compared to the previous period CYOS had **19 less** young people go on to reoffend and **57 less offences** committed.

- CYOS were the lead agency for securing positive outcomes for 25 Troubled Families last year (as defined by payment by results (PBR) criteria).
- In the last HMIP young person's Aggregate Final 2015-2016 eSurvey, **80% of 40 respondents** stated that their work with CYOS has made them "a lot less likely to reoffend."

National Indicator Custody

- The use of custody fell to record low rates for the city this year, at 0.62 per 1,000 young people, which equates to 18 young people in total receiving a custodial sentence.
- Remand use has also declined sharply, with the number of bed-nights used falling from 1,447 to 650.
- The number of new remand episodes also fell from 17 to 9.

CYOS has also:

- Supported the Prevent agenda, with all staff completing the on line Prevent learning package, which enables staff to identify vulnerabilities that may make young people susceptible to radicalisation. CYOS is also an active member at the Coventry Channel Panel and has an effective referral pathway and an identified lead practitioner for this work stream.
- Supported City CSE activity both at a Strategic level, via the engagement of Head of Service in Senior Management Group meetings for a number of complex CSE police operations, and through CYOS staff contributing to Strategy meetings for young people known to be at risk of or engaged in CSE.
- Represented on the police-led forum for cyber safety and has delivered prevention interventions within some of the city's residential units, where the focus was primarily on safe use of social media and networks.
- Received positive Voice of the Child feedback from HMIP young person esurvey; **100% of those who responded stated that they had enough say in what went in to their orders** (that means they confirmed that they were asked what they thought should be in their contract/intervention plan, what would help them, and that their views were listened to and reflected in the plan or contract).
 - **95%** said that CYOS **took their views seriously all or most of the time** and **95%** of respondents said the service was "**very good or good most of the time.**" It is worth noting that the above exceeds the results achieved as an average across England and Wales in all but one category, where there was a 1% difference.
- Been assessed as having a well-developed Attendance Centre Model following transfer from the National Probation Service (NPS) to CYOS in April 2015. The service has collaborated with youth service colleagues to provide a varied and robust programme developed within a short time frame.

“In summary, Coventry YOS meet all the criteria expected at this stage following the transfer and is well on course to achieve a successful transition at the 12 month mark... it is pleasing to note how things have progressed over the last 6 months ”

(Mike Shaw YJB Junior Attendance Centre Liaison Officer for Wales and Central England)

- CYOS received recognition from the YJB who identified our use of the Reoffending Live tracker as good practice and incorporated it into a YJB publication for circulation to other services as an example of good practice.
- The YJB have also cited our quarterly Health Interventions Report as an example of effective practice.
- In June 2016 CYOS were subject to a HMIP Short Quality Screening inspection (SQS) which identified that CYOS are performing well.

“Overall, we found that Coventry YOS was performing well in most areas of practice”

- Unpaid work for 17 year olds has successfully transferred to CYOS and has established a broad range of placements. An example of a good outcome is provided by a young person who completed his unpaid work. He used it as a springboard to engage with a college course and secured his construction skills certification scheme card, funded by our YJB Unpaid work grant. The college principal was so impressed he offered him a job. Given the complexities and personal circumstances that this young person has experienced, including family breakdown, class “A” drug use, multiple moves across the country, frequent missing episodes and experience of child sexual exploitation, this is a significant achievement.
- CYOS have continued to increase the number of face to face victim mediations, with 20 compared to 18 the year before and 37 shuttle mediations. All identifiable victims were contacted by the service, with an 87% secondary contact rate (spoken to or visited).

“Very worthwhile service that makes a difference to people’s lives”

(Feedback from victims)

“It was brilliant being contacted and discussing the effects on me and my RJ options. I am pleased that my views were considered”

(Feedback from victims)

“I found it helpful to have the chance to ask questions (from the offender) and get answers, I feel I have been listened to and also had my feelings acknowledged”

(Feedback from victims)

2. Introduction to the Annual Youth Justice Plan

Youth Offending Teams were established under the Crime and Disorder Act 1998 with the principal aim being to prevent offending by children and young persons. The Act imposed a duty on each local authority with its statutory partners, Police, Health and Probation to ensure that adequate youth justice services are available in their area.

The key tasks of the service are:

- Assessing and delivering interventions to the out-of-court-disposal cohort.
- Management and delivery of community sentences.
- Management and delivery of secure estate sentences and resettlement.
- Servicing the Youth Court and Crown Courts (in terms of provision of a court team, Bail & Health Assessments, provision of Pre-Sentence Reports and Stand Down Reports).
- Parenting services and management of Parenting Orders.
- Victim services.

The legislation also imposed a duty to complete and submit a Youth Justice Plan each year. This plan provides an overview of achievements against key indicators, plans and targets and will identify the key strategic actions for the next 12 months.

Detailed performance analysis, against the three National Indicators, Reducing the number of First time entrants (FTE) Reducing Reoffending and Reducing the use of Custody sits in the YJB Community Division Quarterly Reviews and within reports to CYOS management and will continue to inform strategic objectives.

Additionally, analysis and performance against locally retained indicators, from the original national set, is contained in quarterly performance reports to CYOS Management Board. CYOS continue to analyse performance against the suitability of Accommodation and engagement in Education, Training and Employment (ETE).

Detailed financial data is presented to the Board and within documents that underpin the YJB grant conditions. Appendix 2 provides the headline funding streams, and indicates a projected budget for 2016\17. There is a requirement for all youth offending teams to include

in their annual plan, details of how the services propose to use the YJB. This can be found in appendix 3.

Budgets are monitored weekly, reported quarterly to the CYOS Management Board and the YJB, as well as corporate finance.

3. Priorities for the next year 2016-17

National Indicators

First Time Entrants

- **CYOS will seek to reduce the number of LAC young people entering the Criminal Justice System**

Looked After Children (LAC) feature disproportionately highly in the Criminal Justice System (CJS). CYOS will work closely over the next 12 months with the Local Authority's Children's Regulated services and Local Authority commissioning officers, to reduce the number of LAC appearing in the first time entrants figure. CYOS will build on the restorative training which was facilitated in the City last year (training 48 people from 14 agencies) to improve and maintain a restorative model of practice both in LA children's homes and commissioned providers. CYOS will also be seeking a reduction in placement breakdown through the same process.

- **Make effective use of intelligence to target scarce resources**

CYOS has seen an increase in the gravity of offences in FTEs which is primarily appearing at the Youth Conditional Caution entry point. CYOS will continue to utilise the reoffending live tracker to identify changes in trends. Last year's knife crime mapping exercise identified particular geographical areas with an over-representation of knife crime. This information is being utilised by the police to target areas for preventative messages/interventions.

- **Sustain a range of Out of Court Disposals (OCD)**

The Local Police and Crime Board has maintained its funding for this area of practice for 2016-2018, but on going funding reductions present a risk. CYOS will continue to monitor both the impact of this activity and evidence of the complexity of the cohort, to demonstrate to partners the value of intervening early to reduce demand on services downstream.

- **CYOS will ensure OCD integrity and public confidence in the approach**

CYOS has delivered presentations to Youth Court Magistrates to explain both the methodology and the type of interventions delivered. While the service has maintained a local Scrutiny Panel (Police, CYOS and a community representative) the service will be joining the West Midlands scrutiny activity going forward from January 2017.

Reducing Reoffending

- **Embed the use of AssetPlus and enhance the quality of management oversight**

In the last 12 months the service has experienced considerable change, including the introduction of new data systems, communications technology, and a new assessment framework – Asset Plus, at the same time as a premises move. With those transitions and initial training on AssetPlus now concluded, a more consistent spotlight can be placed on areas identified as requiring attention by HMIP in the SQS audit. Namely practitioner assessment of vulnerability and planning for safeguarding work and the management oversight of that activity. CYOS will deliver a programme of quality assurance and on-going training to support staff in maximising the benefits of the new assessment framework, to ensure good outcomes for young people.

- **Maintain and build on the timely response to “new” offending**

The most recent YJB Divisional Report demonstrated that Coventry’s Binary reoffending rate reduced (improved) while the England rate increased. The reoffending rate did increase, but it was a lower increase than experienced at the National level. CYOS are aware that the “live tracker” is demonstrating an increase in both binary and rate performance. CYOS will embed the use of the tool at the Case Planning practitioner and management forum, to ensure that adjustments to Intervention Plans are made appropriately and interventions are delivered in a timely manner. CYOS will also ensure that service users (young people and parents) are engaged in the development of new actions within their plans as their needs change.

- **Recognise the impact of the maturation of young people via the delivery of a bespoke court approach to the 18-24 year old cohort**

In a Police led initiative, CYOS joined key partners in submitting an expression of interest to T2A, Centre for Justice Innovation to deliver a court model that seeks to recognise that young adults need a different approach in court to achieve procedural fairness (young adults perception).

This would be achieved by removing barriers such as court layout, complex language and recognises their particular maturity level. An initial site visit has taken place and CYOS hope to be able to develop Coventry as a pilot site.

- **Seek to reduce the number of females committing violent offences**

CYOS is developing a programme in partnership with COMPASS (contracted substance misuse provider) which recognises that violent behaviour may be becoming “normalised” amongst young women, and has a direct link with alcohol. Violence is now the most common offence amongst the female cohort. CYOS do recognise that it is not clear whether this reflects an actual increase in violent offences, higher levels of reporting or different societal/CJS responses. This intervention will recognise that while males and females may have broadly similar risk factors and needs, statistically young women prefer one to one and female only interventions, so programme development will reflect this.

- **Continue to enhance the Coventry Attendance Centre**

The centre provides an extensive range of interventions and has received a positive report from the YJB. These include working with partners to deliver healthy lifestyles both through substance and alcohol misuse education, physical activities and signposting to existing community sports provision. This year, new developments will include increasing the range of accredited activities with the Open College Network, which will meet a diversity of need and abilities. This will strengthen skills acquisition and improve their employability.

- **CYOS will seek to ensure effective transitions**

This will include young people transitioning to other local authorities under caretaking arrangements, entrance into or exit from custody and progression to adult provision such as mental health support services. The activity to secure this is detailed within the action plan (appendix 1) and includes embedding new accommodation procedures, greater use of restorative processes within LA residential units (to reduce placement breakdown and criminalisation), the use of Release on Temporary Licence (ROTL) and new health pathways.

The quote below is from a parent of a young person who experienced a number of both unplanned and planned transitions, and demonstrates how effective worker activity can minimise the negative impact for the whole family.

“Both case manager (CM) and Health worker (HW) have provided an excellent level of support and intervention which is not only been extremely supportive to our (child) but to us as a whole family.

CM has calmly guided us through some very stressful times and processes. CM input is always positive and helpful. She is accessible and always communicates openly with us. She is completely reliable and always does what she says she’s going to do..... We were particularly grateful for her intervention on the day that he went to custody. She had carefully prepared us for all outcomes of the court process and a thorough understanding of his needs ensure that he went to a very appropriate setting.

Likewise HW has been incredibly helpful. Supported us on the very first day (child) went to court, which was very reassuring given (child’s) high level of need at that time... HW also regularly visited (child) and carried out some effective therapeutic work with him, which explored underlying complex feelings.... Completed sessions with us as a family which were extremely valuable.... He helped (child) to say certain things to us, which (child) had previously found hard to say. This work has had a profound impact on the way we see things and is helping us to move forward as a family. HW has also kept in close contact with me and has really helped at points when I felt very fearful and out of my depth.

(Child) has tentatively begun his visits home. The first one was very traumatic and difficult. Following this, the HW worker supported a small steps plan. This visit took place last Saturday. HW worker took time out of his weekend to meet us when he first arrived to check that things were stable. We went on to have a fabulous visit.

Recent experience tells me that the job your team does is an essential one! It gives kids a genuine second chance!

We have never felt judged only supported. Many thanks”

Custody

- **Understand and respond to our patterns of custodial use, learn lessons and disseminate learning about trends and patterns of offending behaviour to key agencies**

CYOS will continue to analyse all losses to custody, seeking to reduce the number of young people entering custody. CYOS will disseminate findings to partners to assist their learning and ability to plan services to mitigate against the likelihood of custody. CYOS experience a small number of FTEs who go straight to custody and have not been previously known to the service. CYOS now analyse these cases and share findings with agencies that may have had the opportunity to impact positively on the young person at an earlier stage. This supports other agencies in adapting their responses.

- **CYOS will seek to reduce the number of recalls to custody**

CYOS will seek to make good use of new ROTL guidance and work closely with partners to ensure the effective reintegration and resettlement of young people post release. CYOS will be advocating for the approach described by Hampson and Kinsey (Reintegration and Resettlement Partnership Boards - good practice guide 2016) whereby a multi-agency Board with authority to allocate resources, agree activities to support young people exiting custody and other priority groups who are at high risk of re offending and supports transitions to adult services.

- **Continue to focus on ensuring that all Remands are appropriate**

CYOS have seen a significant reduction in the number of remand bed nights used, a reduction of 797 nights compared to the previous counting period. CYOS will continue to work closely with Magistrates to ensure confidence in bail packages. CYOS are also working with commissioning officers to explore the possibility of spot contracting remand fostering beds from another Local Authority area.

Local indicators and drivers

- **CYOS will work with partners to support the implementation of a concordat on children in custody (PACE Act)**

CYOS has worked closely with the LA Children's services to support the development of effective pathways to appropriate accommodation. This has included delivering training to all the custody Sergeants (Coventry) via 5 events over the last 12 months, three presentations to potential foster carers, and regular liaison with the Custody Inspector to discuss any issues as they arise. CYOS will support the implementation of a West Midlands concordat which utilises the Home Office exemplar and will monitor the outcome of its implementation

- **CYOS will extend the number of "internal "Health interventions and the pathways to other services**

CYOS will work with key health partners to secure effective pathways for transition to adult services and to increase the range of interventions available in-house, as well as improving

timely access to external resources. The internal programme of expert health training for staff will continue with Autism training planned for August. The current outcomes methodology will be applied to all young people in receipt of a health intervention to assess impact.

- **Reduce the number of unplanned exits from alcohol and substance misuse service**

Staff will need to demonstrate that they have used “motivational approaches” in advance of, and during referral, to sustain engagement with our local alcohol and substance support service, COMPASS. Practitioners from COMPASS will deliver training to staff to support this approach. CYOS will also introduce a group work brief intervention for young people. It is anticipated that this approach may be viewed as less personally invasive than one to one work and might therefore attract higher engagement rates.

- **Ensure that CYOS are fully integrated in to responses to “missing episodes”.**

The city has invested heavily in ensuring an effective response to missing episodes. CYOS have recently agreed a notification process which enables CYOS to support the completion of Return Home Interviews (RHI) and to ensure that the young person’s safety and well-being is responded to appropriately (i.e. that the case manager takes in to account any information contained in the RHI in their planning and interventions). CYOS will analyse responses and outcomes as the practice embeds as part of a Local Safeguarding Board quality assurance audit.

CYOS will continue to deliver CSE/online prevention interventions and work closely with the Missing and CSE teams and ensure that the service is adequately engaged in, and supportive of, evolving processes to address CSE in the City.

- **CYOS will support the “Coventry Violence against Women and Girls – 2016-2020 Strategy,” which includes Domestic Violence and Abuse, (DVA), sexual violence and exploitation**

This will include maintaining engagement in the DVA Operational Group, completing of Safelives Dash by staff, and participation at MARAC meetings CYOS will also continue to deliver and develop the “Healthy relationships” and cyber safety interventions. The Head of Service attends the multi-agency Harm Reduction Partnership Forum, which oversees these work streams.

- **Enhance Victim protection**

Victim Officers will ensure that at Case Planning meetings there are identified actions agreed to ensure victim safety, as well as full consideration of restorative approaches.

- **Intervene early to stabilise school placements**

CYOS will utilise the School and Police Board to intervene early in emerging issues and build on the existing relationship with the city councils SEND department. CYOS will also

liaise with schools and deliver some of CYOS interventions within the school environment.

- **Secure appropriate training, education or employment placements for post 16 service users**

The city's new provider, Prospects, will be invited to attend the CYOS Management Board as a non-statutory member. CYOS will utilise the Ambition Coventry providers and CYOS's Prospects Career Advisor to increase the number of young people in suitable provision.

4. City & Youth Crime Profile

Coventry is home to 337,428 people and has a rapidly growing population; it was the sixth fastest-growing Local Authority area in England and Wales between 2013 and 2014 and the second fastest-growing outside Greater London, showing an increase of 2.31% compared to the England and Wales average of 0.81%. This growth was firstly driven by international migration, which added 5,953 people to the city's population and secondly by local births, which exceeded deaths by 1,929.

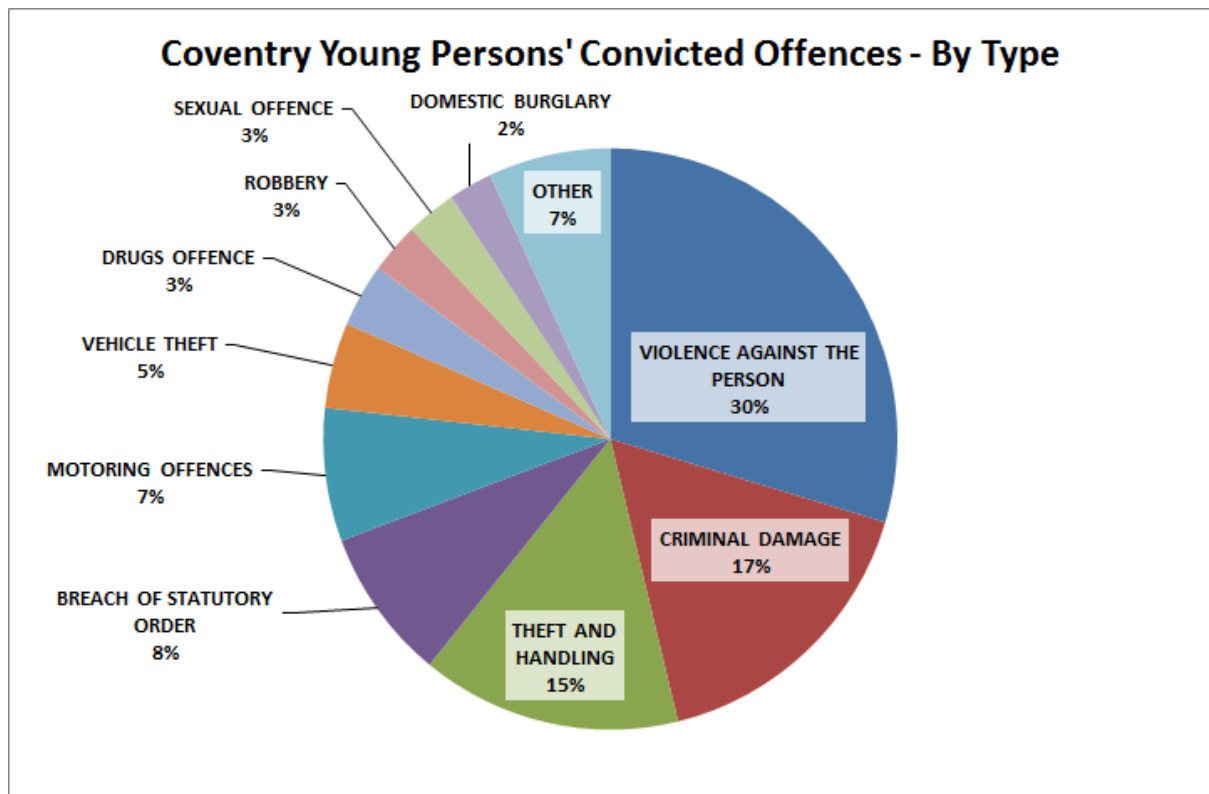
The city also has a relatively young population, with 25.5% aged 19 and under compared to the national average of 23.7% and a highly diverse one; 23.6% of the city's population are estimated to have been born outside the UK, compared to the England and Wales average of 13.7% (*ONS Local Area Migration Indicators, August 2015*).

The proportion of 10-17 year olds in Coventry's population, at 8.6%, is slightly lower than the England and Wales average of 9.0%. This does not, however, reflect the diverse and complex needs of children within the city. CYOS continues to provide services in a challenging environment, which includes:

- Higher youth unemployment than comparator groups. Coventry City Council plan 2015 – 16 end of year Performance Report states that Local NEETS are 4.7% compared to 4.3% in the West Midlands and all England at 4.2%
- High levels of child poverty – after housing costs, 29% of Coventry children live in poverty compared to the national position of 25% (*Child Poverty Map of the UK, Campaign to End Child Poverty, October 2014*)
- High numbers of looked-after children – 582 as of 4th May 2016
- Reductions in the number of case managers – by five full-time-equivalent posts in 2014/15 – although the number of young people open to YOS has remained steady and even increased marginally, from 128 on 31/3/2014 to 135 on 31/3/2016.

Youth Offences Profile

- In 2015/16, CYOS was aware of 567 offences with a substantive outcome, and a further 357 punished with a Community Resolution (CR). This means that the number of offences with a substantive outcome was down slightly by 7 from 2014/15, while the number where a CR was issued has risen sharply, up by 88.
- CYOS have seen an increase of violence from 15% in the previous year up to 30% in 2015/16.

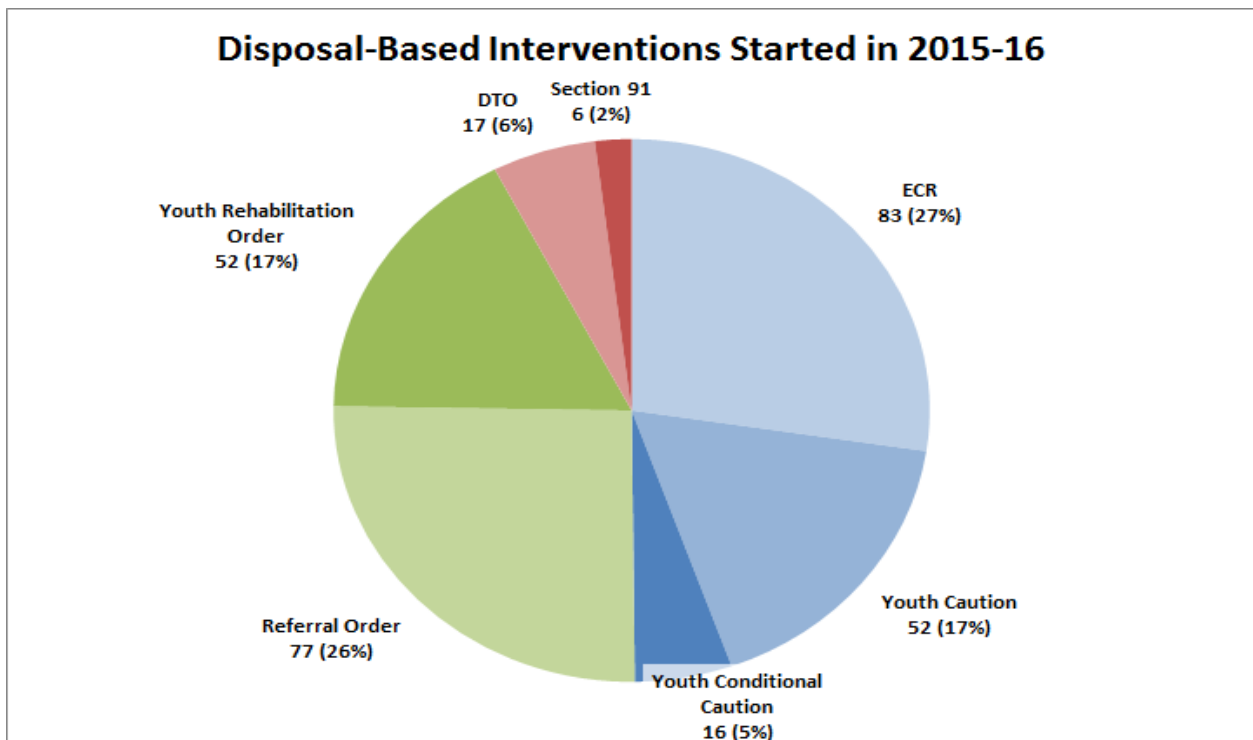


- Criminal Damage appears in the top three categories for the first time, whilst Theft and Handling makes up a lower proportion than last year, when it was the most common category, at 20% of offences.
- The most common categories of offences punished by Community resolution (CR) were Violence against the Person (30%), Theft and Handling (28%) and Criminal Damage (20%). As with the substantive outcomes, Violence has overtaken Theft and Handling, which was the most common category last year; Criminal Damage remains the third most common category, but accounts for 8% more of the offences than the previous 12%.
- The number of Robbery convictions rose to 16, compared with 11 in the previous year.
- The number of Sexual Offences is markedly lower, down from 46 to 16. There was one less young person convicted of these types of offences and the scale of the decline is primarily due to young people in 2014/15 who were convicted of large clusters of offences - in one case a total of 29 counts of making or distributing indecent images.

This factor was not repeated in the 2015-16 figures – the largest cluster this year was four.

Disposals Profile

- The table below shows the breakdown of pre and post court interventions:



- CYOS started 303 disposal-based interventions in 2015-16; 83 of these (27.4%) were for the Enhanced Community Resolution and 68 (22.4%) were related to Youth Cautions and Youth Conditional Cautions. This means that 151 (49.8%) were out-of-court.

Re-offender Tracking

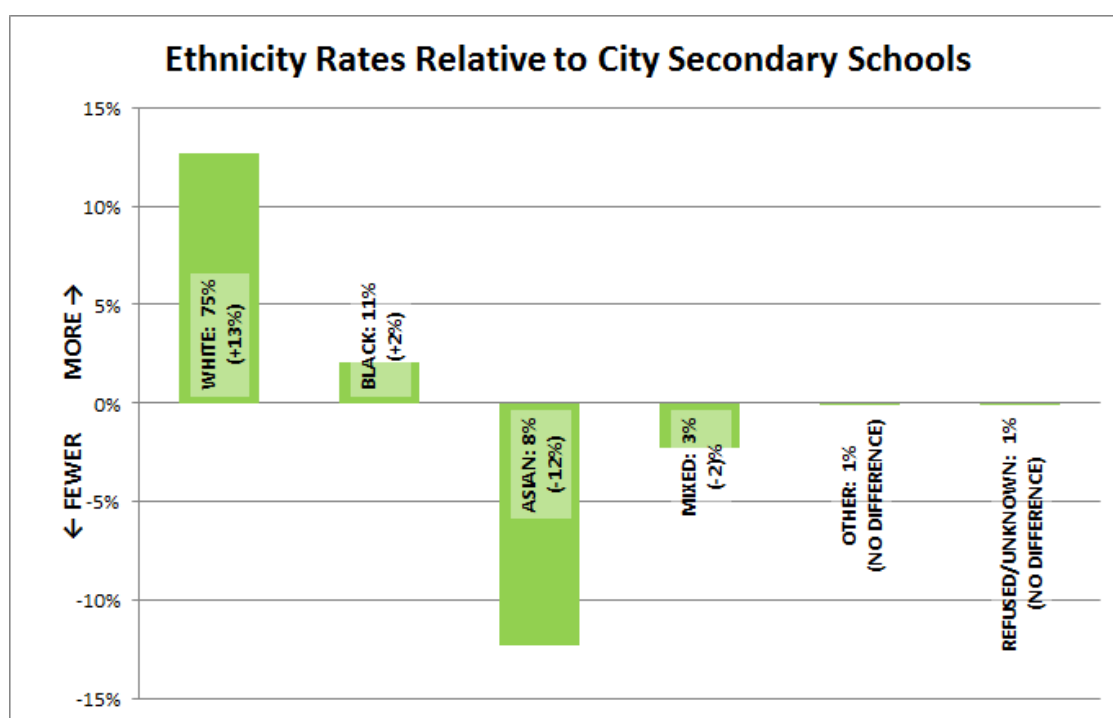
CYOS have tracked the re-offending of 102 young people whose original penalty was imposed between October 2014 and March 2015; in all cases, the 12 month monitoring period for reoffending has now expired.

- 41 of these young people have reoffended, giving a binary reoffending rate of 40.2%. This is above the 37% rate seen in the most recent YJB-released data (for young people originally penalised in calendar year 2013).
- The young people reoffending committed a total of 150 further offences within their 12-month period, giving a frequency reoffending rate of 1.47. As with the binary rate, this is higher than the most recent YJB rate for the city, which was 1.3.
- 17 of the young people have committed a more serious further offence, according to the YJB offence seriousness scale; this includes 7 cases where the new offence scored a 6 or higher (the equivalent of Robbery, Domestic Burglary, or Inflicting Grievous Bodily Harm).
- In terms of the most serious further offence, by far the most common type was Violence Against The Person, with 16 of 41 (39%) falling into this category.

- The seven most frequent reoffenders account for 69 re-offences between them; the most prolific individual reoffender in the group has 20 offences.
- Reoffending rates among young people who had had Social Care involvement were significantly higher than among those who had not. Of 13 currently Looked After children in the group, 10 reoffended, committing a total of 38 further offences; as a group, this would give them a binary rate of 76.9% and a frequency rate of 2.92.

Demographics of Young People

- Of the 135 young people open to YOS at the end of the year, 121 (90%) were male.



The table above demonstrates the most over represented group is white.

- 64% of the group open to YOS were aged 16 or over. In terms of the overall age profile of offences committed, 58% of offences were committed by young people under the age of 16, however the largest age group were 16 year olds, who accounted for 23% of offending.
- 19 (14%) of the group were currently Looked After, and a further 25 (19%) were previously Looked After. Another 5 (4%) had active Child Protection Plans, and another 18 (13%) had previously had them; meaning that overall, 67 (50%) of the young people open to YOS had Social Care involvement at least at the Child Protection level.

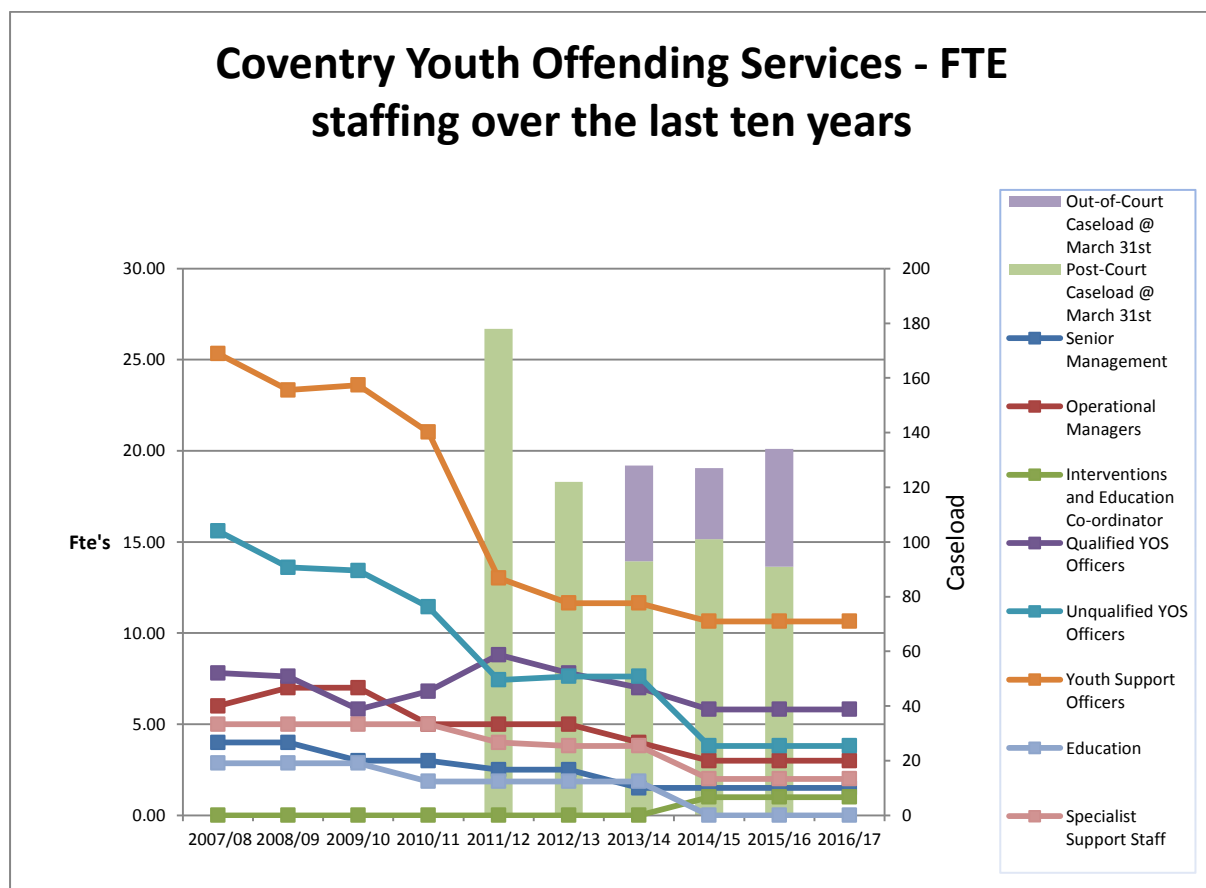
5. Use of resources, budgets and value for money

Recent years have seen on-going cuts, both in terms of the financial resource available to the service and in its staffing levels. This is a continuing pattern with further staffing reductions in this financial year. Case levels have remained fairly static with very small increases in the last two years. CYOS will closely monitor the impact of reducing resources on outcomes for young people with whom they engage.

CYOS have maintained compliance with the minimum staffing levels as set out by the Crime and Disorder Act 1998. Please see appendix 4.

Financial challenges include:

- CYOS has experienced a budget reduction, from 2013/14 to 2016/17, of 22 %. The diagram below demonstrates the impact of progressive reductions on staffing levels, but does not reflect further reductions proposed under the current review and restructure. It also demonstrates the workload levels over the same period. An interim model is proposed to sustain CYOS performance in anticipation of financial economies and practice improvements from the Charlie Taylor Review recommendations and as a consequence of The West Midlands consortium activity.



- Good performance does not necessarily result in reduced costs and the national PBR model attached to remands clearly demonstrates this. CYOS reduced the number of bed nights used considerably from 1,447 to 650 however one young person spent a considerable amount of time on remand in a secure children's home, waiting to be sentenced in the Crown Court. The cost of that one person meant that even though CYOS had reduced bed nights by 797, the net cost to the LA increased from £9,000 the previous year to £80,000 in 2015/16 .The cost of an STC or SCH is considerably higher than a YOI (£550 per night against £155 in a YOI). Any cash benefit that CYOS had anticipated, given the substantial reduction in bed nights used, was lost and therefore could not be reinvested in the City's young people services.
- Further restructuring of The People Directorate and on-going spending and service reviews. Children's Services need to save in excess of £10 million by 2018/19. This is likely to have an impact both directly on the CYOS budget and also in terms of types of support services that can be accessed by the young people CYOS work with.
- CYOS continue to experience significant issues with the commissioned service provider's database, electronic transfers and new assessment framework (software component). Considerable management time is invested seeking to resolve IT system issues which reduces the ability to ensure timely and effective case management activity and oversight. Other systems are being explored but come with a high financial investment. The most recent estimate provided by LA ICT was in the region of £75,000.

Budget 2016/17

CYOS funding consists of the City Council budget, YJB Good Practice Grant and statutory partner contributions into the pooled budget. CYOS are pleased to note that the LA and the Police have been able to maintain their financial contributions for 2016/17, although further reductions in the YJB grant have necessitated a review and subsequent service restructure, which is currently in progress.

As part of a national exercise, NPS reduced both its financial contribution and its staffing resource to CYOS, and Coventry and Rugby Clinical Commissioning Group (CCG) has indicated that although they have released part year funding for 16/17, this is currently also subject to review .

CYOS have secured additional funding for the next 2 financial years from the local Police and Crime Board, which contributes towards the cost of Out of Court disposals and parenting support.

The service are ever mindful of the pressures on the LA but hope that CYOS will not be adversely affected by further budget reductions as a result of this, given that there have been two service restructures (each resulting in post reductions) in less than three years and the demand for statutory services has not diminished.

CYOS are aware that the landscape (financial and models) will change as new approaches to youth justice evolve and as the combined authority develops.

Invest to save

Difficult decisions have to be made in terms of expenditure and the rationale underpinning any commitment must be strong and clear.

CYOS continue to invest time in training for staff, paying to commission some training, but to a much greater extent making excellent use of partners and providers with no direct financial cost. During the past year CYOS have accessed:

- Specialist trainers from Health partners including training for staff on Transference and Counter Transference, Autism Spectrum Disorder and attachment difficulties, as well as briefings on CAMHS and the Mental Health Act
- LA Safeguarding training (across the three levels, 1 to 3, and the City Councils corporate condensed training)
- Desistance training from Birmingham University
- Shared training with other YOTs including Aim2
- Utilised a range of web based training resources such as the police “Prevent” training and from the YJB’s Resource Hub including Assessment and Planning Foundation training.

CYOS have reciprocated, for example, delivering training to Custody Sergeants on PACE multi agency procedures, presentations to foster careers and inviting other agencies and YOTs to attend in house training events as appropriate.

CYOS have purchased some training, for example, additional places on Aims2 (specialist assessments for practice with young people who sexually abuse). CYOS have seen a small increase in the numbers of young people committing this type of offence.

Where CYOS have commissioned training, for example in restorative processes, CYOS have utilised ring-fenced YJB grant funding and invited partners from other service areas such as residential care, to attend. Last year CYOS trained 48 staff from 14 agencies. It is anticipated that those staff will be able to use restorative conversations and mediations to reduce criminal behaviours, reduce police call outs and avoid the unnecessary criminalisation of young people.

CYOS continue to work closely with partners to support “Troubled Families” (locally named “Strengthening Families”) and the success was evidenced by the LA being able to claim for 25 families from YOS under PBR in 2015/16.

All staff at CYOS have laptops with detachable touch screen tablets. This enables them to work in an agile way, for example making use of “waiting time” at out of city Courts and being able to update case records quickly without requiring a return to the office. It also facilitates young people and parents completing electronic self-assessments within their homes as part of home visits. This technology has enabled effective delivery at out of area Saturday court, following the closure of Coventry’s Saturday Youth Court.

Activities are often measured by headline indicators such as reducing reoffending, but there are multiple less obvious benefits from interventions. For example, health resource investment enables us to target young people pre-court, as well as post-court.

Pre-court young people are often very vulnerable but not always known to other support services. This is a complex cohort in terms of needs.

The CYOS Health Team completed 23 Mental Health assessments at O OCD level last year. Assessments of both pre and post court in Quarter 4 of this year identified Health of the Nation Outcome Scales for Child and Adolescents (HoNOSCA) pre-treatment **at an average score of 31. A score above 12 in those over 11 years of age is seen as clinically significant.** This dropped to 10.6 post treatment.

The Strengths and Difficulties Questionnaire (SDQ) for CYOS young people saw an average score of **19.1**, where the average score for young people in the general population is **7 to 9**.

These recognised tools and assessments demonstrate the level of complexity present in young people accessing CYOS services. CYOS appreciate that the service's Health partner is investing scarce resources in CYOS young people and families, and it is anticipated that this will reduce demand downstream. It also reduces pressure on specialist CAMHS, as CYOS's Clinical Nurse Specialist can deliver a number of in house interventions with significant impact and improved outcomes for the young person.

"I am not cutting myself anymore and I'm not trying to commit suicide. I've become more behaved for my mum and dad"

CYOS Young person feedback from HMIP eSurvey 2015/16

CYOS have participated in Skype pilots to increase contact with young people in the secure estate (a limited number of units are trialling this approach). This maintains contact levels and drives down costs both in terms of staff travelling time and associated mileage costs. However this is only suitable for some types of contact with young people and should not replace face to face support.

6. Structures and Governance

CYOS is hosted by the People Directorate within the City Council, and sits in the Children's Services division.

The Management Board is chaired by the Police Commander for Coventry.

The Board discharges its duties by:

- Requiring the Head of Service to report and account for performance against YJB and local indicators, health outcomes and the management of risk
- Oversight of budget and staffing structures to ensure that the service is adequately resourced
- Commissioning (internally) specific projects, research and evaluation of aspects of service delivery
- Quality assurance, oversight and monitoring of plans including those which emerge from Community Safeguarding and Public Protection Incidents
- Scrutiny of compliance with YJB Grant conditions including timeliness of data submission and connectivity via Management Board meetings and access to YJB quarterly Divisional Reports.
- Monitoring and sign off of the annual Youth Justice Plan.

Management Board

In line with the requirements of the Crime and Disorder Act (1998) and revised guidance from the Youth Justice Board for YOT Partnerships, CYOS has the appropriate agencies represented on its Management Board.

Alongside the key Statutory Partners, CYOS also benefit from the attendance of a representative from the Youth Court Bench, Senior Advisors from Education and Looked After Children Services for the City Council, a representative from Children's Commissioning, Prospects, the Community Risk and Reduction Officer for West Midlands Fire Service (Youth lead), and the Offender Management Strategic Lead from the Community Safety Team. The Board is well supported by the Head of West Midlands area for the YJB and Partnership Advisor.

Partner agency representation on the Board at a senior level ensures that CYOS maintains links with the key local strategic groups for example:

The People Directorate Senior Management Team

- Local Safeguarding Children's Board (LSCB) and associated theme groups, Quality Assurance Sub- Group and Business Group
- Children's Services Improvement Board

- The Local Police and Crime Board (formerly Community Safety Partnership)
- Coventry Health and Wellbeing Board.

Additionally, CYOS managers participate in the governance boards and operational groups of a number of partners and city activities, including:

- Criminal Justice Liaison and Diversion Strategic and Operational Group
- Coventry Harm Reduction Partnership and the Domestic Violence Operational Group
- The CSE strategic Subgroup of the Local safeguarding Children's Board and Senior Management Group for on-going Police CSE investigations
- Safeguarding Board Sub-Committee for quality assurance
- Coventry Offender Management Group (COMG)
- Troubled Families Strategic Board and operational group
- Channel Panel (PREVENT)
- Drug & Alcohol Steering Group
- The Multi Systemic Therapy Steering Group (project which is targeted at young people on the cusp of care or custody)
- Early Help Strategy Group.

Planning

Service Planning is influenced locally at both strategic and operational levels and aligned to plans which include:

- Coventry Sustainable Communities Strategy (The Next 20 Years)
- The Police and Crime Commissioners Plan for the West Midlands
- The Coventry Local Policing Plan
- The Coventry Harm Reduction and Vulnerability Strategy (2016-2018) and Partnership Plans
- The Local Safeguarding Children's Board Plan and the Missing and CSE Delivery and Action Plan
- The Children's Services Improvement Plan
- Drug Strategy Implementation Plan
- Troubled Families Strategy and Outcomes
- DVA Response Plan
- The Overarching Connecting Communities Project Plan for the City Council (Transformation).

7. Partnership Arrangements

The Local Authority is represented by the Director of Children's Services who sit on the Board and the relationship has proven effective in:

- Providing a direct link into the Senior Management Team in that division, as well as The Local Safeguarding Children's Board, the Health and Well Being Board, and the People Directorate Senior Management Board.
- On-going support to develop more effective cross agency procedures for example to facilitate the provision of PACE Act transfer beds for young people in police custody. CYOS are currently engaged in the process of signing up to a West Midlands concordat on children in custody.
- Connectivity between services ensures that CYOS are represented on a number of Strategic and Operational Groups, meetings and Boards. This includes the Children's Social Care Improvement Board, Troubled Families, Early Help Board, Multi Systemic Therapy Steering Group, the Multi Agency Safeguarding Hub (MASH). CYOS is represented on the CSE/Missing Group and there are good links between CYOS and the Youth Service Manager and staff who deliver this support.
- Ensuring a focus on improving outcomes for the LAC population. This includes setting improvement targets for First Time Entrants and activities to reduce multiple placements experienced by some LAC children as a consequence of low level anti-social/offending behaviours within care settings.

Coventry and Rugby Clinical Commissioning Group (CCG) is represented on the CYOS Management Board by the Joint Commissioner for Children. CYOS are pleased to have secured representation from Coventry and Warwickshire Partnership Trust via attendance of the Head of Specialist Services. CYOS continues to benefit from hosting two health staff, which includes one Clinical Nurse Specialist. Clinical supervision is offered via CAMHS and their work directly benefits the wider health agenda. This relationship has proven effective in that:

- Ensured that the staff levels have been maintained and the range of resources available has continued to increase
- Through broader Health networks CYOS have been able to access a range of health students who have brought in new skills and expertise to the team
- An extensive training programme for staff delivered by "health experts in their fields" across a range of subject areas including attachment, autism and speech and communication. In addition, magistrates have also received a presentation on speech and communication
- Evidence of impact on young people, through the use of CHI, Honesca and Strengths and Difficulties assessments.

Good Practice example:

CYOS nominated our Clinical Nurse Specialist Gavin Smyth for the Coventry and Warwickshire 'Q' award which he won .The criteria for his category included:

- **Demonstrated how patients come first in everything we do**
- **Fully involved patients, staff, family, carers, communities and professionals inside and outside the NHS**
- **Actively listened to the views of others so that the best way forward can be found**
- **Shown openness, honesty and transparency in all that they do and shown courage to speak up and challenge when things are not right or at the required standard.**

Receiving the award is a personal achievement for Gavin but also raised the profile and levels of need of vulnerable young people within the criminal justice system.

West Midlands Police are represented by Coventry's Local Police Commander as Chair of the CYOS Board. CYOS also have a named Inspector and Sergeant to support the Integrated Offender Management activity and Out of Court Disposals. This relationship has proved to be effective in ensuring:

- Engagement to improve PACE Act Transfer process with joint training with Custody Sergeants on new local procedures, access to police cell block as part of Foster carer induction package and the support of the Custody Inspector to discuss procedural or threshold issues
- Enhancement of local OOCDD scrutiny activity with young people being considered as part of West Midlands level scrutiny activity from 2017
- The Youth One Day One Conversation (YODOC) integrated offender management approach, with good multi agency attendance at meetings and rapid access to resources as required. This supports IOM principles and is improving transitional work 18 +
- Effective use of cross agency intelligence and data to target activity. For example, at preventive level, Police Schools Officers using CYOS mapping to target areas with higher incidents of "bladed article" incidents for preventive activity
- Resource in the form of PNC checks to enable us to locally utilise the YJB live Reoffending tracking
- The relationship between the local Police Command Unit (LPU), CYOS and the others LPU's within the West Midlands area is strong, with quarterly meetings between regional YOS heads of service and the Assistant Chief Constable for the West Midlands and through consultation events with the police regionally.

Coventry, Solihull and Warwickshire National Probation Service are represented on the Management Board by the Head of the Midlands Division.

This relationship has proved effective in:

- Transition planning, with locally identified leads at operational manager level in both services who ensure that young people's needs are a primary factor in determining when a transfer occurs
- Cross disciplinary knowledge and expertise
- Extending Restorative Process approaches with Probation Officers attending joint Restorative Justice Foundation training
- Engagement of CYOS managers in the recruitment of new staff
- Honest and supportive discussions between the two agencies about the impact of National review on local resource.

Other Partners

CYOS is fully engaged with key partners and has appropriate representation in all local offending, prevention and safeguarding forums. This includes the Local Police and Crime Board, supporting both the completion of their strategic assessments (via data/intelligence sharing) and the delivery of emerging activity to prevent youth crime.

CYOS remains closely aligned to criminal justice partners and is consistently involved in key forums and strategic groups. This includes being a member of the Coventry Offender Management Group (COMG), which coordinates and evaluates delivery across both the adult and juvenile populations. CYOS ensure attendance at all key meetings from prevention through to serious offenders who are managed by the Multi-Agency Public Protection Arrangements (MAPPA) and the Channel Panel.

The service ensures that it is well represented in safeguarding activity, at a strategic and operational level. This can involve briefing LSCB on our areas of practice, as well as being involved in broader quality assurance audit activity to support partners, and assisting in the development of new procedures and approaches.

CYOS remain engaged with the development of the city's DVA services sitting on both the strategic and operational groups. CYOS has an identified champion and are represented, as required, at MARAC. Staff have received Safelives training in the use of the Dash and CYOS are a low volume referrer to MARAC. There is a specialist intervention for young perpetrators of domestic violence and abuse, the cities "Brighter Futures" programme.

CYOS continue to support regional activity with other Youth Offending Services and are involved in developmental Task and Finish Groups. The anticipated progress on some groups has been slower than anticipated which is due to reductions across both YJB and YOT resources.

The service works in partnership with West Midlands Fire Service delivering a range of programmes which include 1:1 interventions, Social Skills and Team development for young people who commit arson and accrediting CPR training for Parents and Young People. The Youth Offending Service and the West Midlands Fire Service began running the Fire programme 10 years ago (2006). It is now run in partnership between the IYSS (YOS and

Youth Service) and the Fire Service. Our last event saw a young female, who had been a participant on a previous course return in the role of a mentor. The programme builds confidence, social skills and team-building, utilising very challenging activities as demonstrated by the photographs.



CYOS continue to work closely with Warwickshire Youth Justice Service following the merger of the Youth Courts for our respective areas. This has been a positive relationship and any impact on the court has been minimised by the cross agency collaboration activity. CYOS maintain a relationship with the Magistrates via the Youth Court Panel and have delivered a number of events for them covering Asset Plus, OOOD, Unpaid work Interventions and Speech and Communication Training. CYOS also benefit from communication with Magistrates and Officers of the Youth Court locally although the forums for discussion have been reduced overall. CYOS anticipate an announcement shortly regarding further changes to delivery points for court activity, which will require a review of operational delivery.

The Magistrates have a direct feedback mechanism regarding performance in court including the quality of every Pre-Sentence Report. CYOS liaise with them at multiple points, ensuring stakeholder consultation on the delivery of court activities.

“ Just a quick e mail to let you know that the Breach Summary produced by (CYOS case manager) for our local court in Bury was very well received by the magistratesthey commented on the detail and authority of the summary”

Martin Jennings Children’s Social Care Rochdale Borough Council

CYOS works collaboratively with many Council departments to ensure that young people known to the service have access to a range of employment and training opportunities. CYOS were actively involved in the bidding process to secure European Social Funding to reduce the level of NEETS and improve employment opportunities. The bid was successful and the “Ambition Coventry” Project has now gone live. CYOS also have a strong relationship with the Special Educational Needs department and Looked After Children’s Education (LACES) Team as demonstrated by the information sharing policy and procedure. This is resulting in the effective implementation of the Children and Families Act 2014 and the corresponding SEN changes introduced in September 2014 (community) and April 2015 (custody). This is helping to ensure a consistent approach and provision.

CYOS also work with external 3rd sector and voluntary organisations to seek appropriate opportunities for young people to progress into education, training or work. These include further education colleges, training providers, social housing providers and the Police.

An example of the effectiveness of these arrangements is the on-going commissioning of the Coventry “Boot Camp”, which is a successful project run by Valley House (a social housing and support project for young people). It is a recognised provider by Ambition Coventry and is supported by multiple agencies. This initiative continues to enable a number of service users to enter full-time educational, training and employment opportunities.

In 2016 Prospects, an employee cooperative, carers and advice service was awarded the LA contract. CYOS benefits greatly from the placement of a Prospects Advisor within the team and they are critical in supporting young people who offend into opportunities for education and training. CYOS will work closely with the new provider to secure an effective transition.

CYOS access multiple partners to enhance interventions, reparative work and unpaid work activity. These include:

- A registered charity Silverspoons, which provides a resource to young people who have cancer / recovering from cancer and their families. CYOS have an agreed work placement within their café facility and are anticipating a retail opportunity in their shop

- Coventry Food bank where young people recycle second hand clothes and prepare food parcels for those in need
- CYOS undertake various projects and completed one recently requested by MIND for a vulnerable adult which included landscaping their garden so they could use it as a quiet space.



The substance and alcohol misuse service is commissioned and monitored by the LA from a voluntary sector project, Compass. They are a national provider of services addressing problem drug and alcohol use to help young people break the cycle of their dependency and live stable and productive drug free lives. This relationship is considered positive and CYOS consider them to be part of the “virtual” wider health team and the impact of their activity is reported to CYOS Board in the quarterly Health Performance report.

8. Challenges and Opportunities

This Youth Justice Plan is written at a time of seismic changes not just in youth justice but in regional models of delivery of public sector activity, “Brexit” and rapid changes in political positions at a national level. To refer to the current landscape as “dynamic” would seem a fair summary.

Some of the activities and resources described in this report utilise European funding, the Charlie Taylor Review was commissioned by the Government and it’s not actually clear at what level, or when, it may be published. In this section CYOS consider a few of those changes.

Connecting Communities

Connecting Communities is a City Wide programme of transformation intended to make huge savings against diminishing Council budgets, whilst harnessing the enthusiasm, experience and skills of the public to deliver services traditionally supplied by the Council themselves. This is a wholesale change in terms of countering people’s expectations of what they can continue to expect from the council, as well as helping local groups and individuals

to recognise the part they can play in filling some of the gaps which will be created by withdrawal of services, amongst them services for young people.

The proposed introduction of family early help hubs which provide a seamless service across early help , prevention and social care when it is needed, could result in young people having their needs identified and met before they enter the youth justice system .

West Midlands Combined Authority

The City is well represented with our Chief Executive leading for the West Midlands on the overall development of the Combined Authority for the West Midlands and the Local Authority's Director of Children's Services represents Coventry on the Regional Criminal Justice Working Group.

There are currently 4 public sector reform work streams which may be subject to change, but broadly are:

- Mental Health
- Skills and employment / employability
- Multiple and complex needs (was troubled individuals)
- Offending and criminal justice (including the devolution of youth justice)

This, combined with the Charlie Taylor Review (below), will have a major impact on how youth justice services are delivered and configured in the future.

The Charlie Taylor Review

The full report is not currently available although an interim report was released in February 2016. This acknowledged that the YJB and YOTs have operated across a period which has seen:

- Proven youth offending drop from its peak in 2006/7 by 77%
- The number of children entering the criminal justice system has fallen by 81%
- Custody has declined by 64%

The report states that those working in this arena deserve enormous credit but CYOS cannot afford to be complacent due to a small cohort of young people who continue to offend, some of them prolifically. This is a pattern locally with a small number of young people committing the majority of the offences. While the interim reports focus primarily on youth custody and secure education, it does raise some questions regarding the best way to deliver services which will address the root causes of offending in the community.

Mr Taylor acknowledges that a key strength of the youth justice system has been the delivery of locally based, multidisciplinary services for young offenders and that a coordinated response from a number of partners, YOTs, children's health and education services are all the more critical to challenge the remaining complex cohort. What this may look like, levels of devolvement and who delivers it is yet to be determined.

Coventry Youth Offending Service

CYOS are well positioned in terms of performance, as evidenced by indicator activity, findings of the recent HMIP SQS inspection, YJB performance ratings and in the judgement of the consultants who undertook the recent restructure review. This must be considered when the new model at a local delivery level is agreed.

While Coventry has an emerging positive profile as a good place to live and is striving to benefit from structural developments, seeking international recognition such as City of Culture Coventry and aiming to be a top ten city, the City also sits negatively in some ratings. These include levels of DVA, the national index of deprivation and great disparity in life expectation within the city itself.

Those with complex needs interface with multiple services both simultaneously and across their lifespan. Dealing with single issues does not often result in a permanent exit from services and the multiagency response, as delivered by YOTs, has proven record in achieving positive change.

Appendices

Appendix 1 – Action plan

INDICATOR	ACTION	TIMESCALE	LEAD	OUTCOMES	RELATED PLANS/ PAPERS/SOURCE DOCUMENTS
FIRST TIME ENTRANTS					
1.	Ensure that restorative processes are part of commissioning arrangements for non-LA care settings	In line with commissioning arrangements	CCC Commissioning Sally Giles	Reduce the number of first time entrants from the LAC population	Improvement Board priority, YJB practice notes for Youth Offending partnerships, Coventry Children and Young People plan measure 10
	Training for residential staff who have not completed Restorative Justice foundation training	September	CCC Regulated Services Jivan Sembi	Longer term - Reduce the disproportionality of the LAC population in CJS	
	Restorative Panels/ processes introduced and monitored across LA and private sector accommodation, where not already in place	September	CCC Mat Clayton		
	CYOS to support on-going development and provide advice	Three monthly review meetings	CYOS Georgina Kell	Young people experience fewer placement breakdowns	
	All units to have an identified RJ champion	November 2016	CCC Mat Clayton		

2.	Data reports/ analysis identifying trends to be produced for CYOS Management Board from the “live” Reoffending local tracker	In line with CYOS Management Board	CCC Data Team Dave Woodhouse	Partners to respond quickly to emerging trends targeting preventative measures/ messages. Less victims, reduced FTE	Coventry Children and Young People plan measure 10
3.	The three city wide Police / School Panels to be used as a conduit for sharing CYOS intelligence re-emerging patterns of behaviour CYOS Data reports available	Attendance each term at all Panels	CYOS Andrea Barnes CCC Date Team Dave Woodhouse	Timely prevention activity , reduced FTE and reoffending	
4.	Attendance at City wide Police led Cybercrime forums e.g. CSE bullying, fraud events. Mapping exercise of resources currently available Develop, with partners, interventions that address any provision gaps following mapping exercise	Every 6 weeks September As appropriate	CYOS Dawn Gibson WMP Hinesh Mehti	Young People feel safer Young people can describe safe methods of social media Young people can describe the impact of cyber	Coventry Children and Young People plan Work stream 3 – stay safe

				bullying on others Parents are able to apply security measures to home technology	
5.	CYOS to support the West Midlands Regional Scrutiny activity, both in terms of providing information and attendance	Next Meeting with a youth focus January 2017	CYOS Georgina Kell	Integrity of OOCB maintained "even handed justice"	ACPO OOCB Guidance and Gravity matrix YJB OOCB Guidance and National Standards
6.	Troubled / Strengthening families (SF) Maintain SF representation at Case Planning Refresher training for CYOS staff to ensure they are kept up to date with changes in programme / thresholds and early intervention	Fortnightly November	SF Serena John SF Louison Ricketts	SF outcomes achieved , evidenced by successful Pbr claims Referral Thresholds are appropriate	HMIP thematic " The contribution of Youth Offending Teams to the work of the Troubled Families Programme " January 2015 Supporting Coventry Early Help Strategy delivery objective specific to SF
7.	Deliver Troubled Families Outcomes Plan to YOS Staff	October	SF Louison Ricketts	Staff will understand the outcome framework and their role within it	DfE Phase two TF paper and Early Help
REOFFENDING					
8.	Roll out Young Adults in Court T2A Centre for Youth Justice Innovation Pilot, Maturation of young people bespoke court	May 2016	WMP Inspector Osbourne	Young adults are able to understand and participate in their	T2A , CJI proposal paper 2016

	<p>approach to the 18-24 year old cohort</p> <p>Site Visit</p> <p>Follow up meeting , outline agreement and agency commitment agreed</p> <p>Milestones TBC</p>	August	CYOS Adrian Seymour	CJS experience , procedural fairness	
9.	<p>Live tracker to be utilised to identify any patterns of reoffending that should be taken in to account in delivery model</p> <p>Changes to delivery model as appropriate</p> <p>Reoffenders are discussed at Case Planning meetings, plans/ interventions amended</p>	<p>At each cohort completion point</p> <p>As applicable</p> <p>Minimum fortnightly</p>	<p>CCC Data Team David Woodhouse</p> <p>CYOS Georgina Kell</p> <p>CYOS Adrian Seymour</p>	<p>Service responds in a timely manner to emerging trends</p> <p>Any changes in risk across the three domains is immediately responded to</p>	
10.	Test impact of information exchange between CYOS and Youth Service specific to missing episodes	Safeguarding Board will confirm audit date	Youth Service Brian Mason	RHI information incorporated into CYOS Safeguarding and wellbeing assessments and planning	Dfe Statutory guidance on children who run away or go missing from home or care 2014 Safeguarding Board priority

	Complete subsequent Safeguarding Board RHI audit		CYOS Andrea Barnes	Young people are interviewed at the earliest opportunity	
11	Attendance Centre Increase the number of accredited activities by two Introduce a safety of self and others programme specifically addressing safe use of communication technology	February December	CYOS Matthew Haynes CYOS Dawn Gibson	Young people's diverse needs, skills and ability levels, are reflected in the accredited learning opportunities Young people understand and can demonstrate safe use of communication technology	Junior Attendance Centre Operating Model YJB 2015

12.	Workshops to support AssetPlus implementation/ embedding to include;	September	CYOS Adrian Seymour	AssetPlus Safeguarding and well-being judgements consistently applied in line with new YJB guidance	HMIP SQS 2016
	Safeguarding and well-being planning judgements and interventions	September	CYOS Andrea Barnes	The quality consideration of diversity evidenced in current assessments is reflected fully in intervention planning Interventions to address	HMIP InfoPath tool methodology and guidance YJB Assessment and Planning Foundation Training and AssetPlus guidance
	Diversity , from assessment in to effective intervention	October	CYOS Georgina Kell		
	Quality assurance Visit and learn from a “best practice” YOT	August	CYOS Georgina Kell	Local practice adapted as appropriate	
	Management oversight low to medium judgements – sign off required	September 16	CYOS Management Team	Low – medium thresholds appropriate in all cases	
	All AssetPlus assessments to be audited, two per worker. Continued on a risk led basis	Commence October (post	CYOS Management	Assetplus assessments are of an appropriate	

	Victim Officer to review planning to manage risks to victims	workshops) October	Team CYOS Mathew Haynes	standard in all sections and reflected in PSRs and planning Controls are explicit and active	
13.	Transitions management NPS CRC subject to further changes under Transforming Rehabilitation activity Review transition agreement in light of any changes Monitor impact and report as appropriate to CYOS Management Board	TBC As appropriate	NPS Jess Buckingham CYOS Matthew Haynes CYOS Georgina Kell	Transitions occur based on service user need with appropriate services sustained	HMIP Thematic Transitions An Inspection of the Transition Arrangements from Youth to Adult Services in the Criminal Justice System (2012)
14.	Enhance interventions targeted at addressing female violence	October for inclusion of new unit	CYOS Andrea Barnes	Participants are able to describe how alcohol impacts on their body and responses to different situation.	Girls and Offending Patterns Perceptions and Interventions YJB

	Compass contributing to programme development -sticks and stones		COMPASS Sharon Bolesworth	Each participant will have strategies to avoid violent conflict	HMIP Girls in the criminal Justice December 2014
15.	Referral Orders	October	CYOS Matthew Haynes	Action plan Implemented , HMIP learning reflected in recruitment and Referral order delivery	Referral Orders – do they achieve their potential? Thematic report HMIP July 2016
	Recruit and train new Referral Panel Volunteers	October	CYOS Matthew Haynes	Victims thoughts and feelings highlighted in every Panel Process (where consent in place)	
	Action Plan in response to HMIP paper in place Increase victim views at Panel -Statement template to be completed with all consenting victims	November	CYOS Matthew Haynes	Minimise re-offending between sentence and order becoming” live”	

	Monitor the impact of additional contacts prior to Panel on reoffending and compliance	Q1 2015/16 Benchmarked against Q1 2016/17 Impact report available Q4 Management Board	LA Data Team David Woodhouse		
CUSTODY					
16.	Rotl -Release on temporary licence. CYOS to participate in sentence planning meeting and pre-release panel – Approval YJB Manager	TBC based on NOMS for YOI	CYOS Tom McSweeney	Effective resettlement , reduced offending	Temporary Release YJB Paper 2016
17.	Consider with statutory partners the introduction of “resettlement “ Panels or utilise existing resource panels	October	CYOS HOS Nancy Meehan	Maintain or reduce the number of recalls	Reintegration and Resettlement Partnership Boards – Good Practice 2016
18.	Monitor the impact of the new Children’s Services placement accommodation procedure: <ul style="list-style-type: none"> • Timeliness to support resettlement and national standard/ case management YJB guidance • Does it enable appropriate placement of young people with high risk characteristics • Does it facilitate contingency planning 	Escalate as required Report to CYOS Management Board	CYOS Adrian Seymour CYOS Georgina Kell	Effective resettlement , reduced offending	HMIP Resettlement Thematic 2015

	<ul style="list-style-type: none"> Report to CYOS Management any issues 				
19.	<p>Pre-sentence reports quality Assurance;</p> <ul style="list-style-type: none"> Magistrates – collate an aggregated report , identify any actions required Utilise Magistrates Forum as additional stakeholder consultation opportunity Internal gatekeeping by Operation Managers- identify any actions required on individual reports and identify and respond to any patterns of deficiency 	<p>Magistrates are asked to complete feedback report on each PSR</p> <p>Aggregated findings reported to monthly management meeting for discussion and action</p> <p>As required individually and any patterns reported to monthly management meeting</p>	<p>CYOS Adrian Seymour</p> <p>CYOS Georgina Kell</p> <p>CYOS Operation managers</p>	<p>Magistrates confidence in CYOS PSR Recommendations</p> <p>Stakeholder feedback can be included in YJB National Standard self-audit 2016/17</p> <p>CYOS is responsive to consultation feedback – “you said we did”</p> <p>All PSRS are satisfactory or higher</p>	<p>HMIP SQS 2016</p> <p>YJB National Standard Audit 2017-stakeholder consultation</p>

	Placements , CYOS and Warwickshire Remand Fostering lead to progress discussion and agree procedure for access to Remand fostering beds Remand fostering beds	October Access November	CYOS Georgina Kell Warks Jeanette Staley	Remand fostering beds available	
OTHER LOCAL DRIVERS INDICATORS					
20. Victims	Restorative Service Quality Mark from the Restorative Justice Council Submit evidence portfolio Final on site visit	January March	CYOS Matthew Haynes	Quality Mark secured and practice at RJC level Reduction in reoffending (face to face mediations) Uplift in direct interventions with victims and resulting victim satisfaction levels	Restorative Service Quality Standards 2015
21. Health & well being	Increase the capacity of direct therapeutic intervention undertaken by the CYOS health team	August	Strategic Health Lead Coventry and Warks Mark Phillips	Outcomes captured in health assessment tools – Improvement in psychological well being	Health and Wellbeing Strategy 2016/ 19 Coventry Children and Young People Plan 2016 Work stream 2 Be Healthy

	Second clinical post filled Health Report to capture and report subsequent increase in interventions	Q3 CYOS Board Report			
22. Health & well being	Continue Health training programmes for professionals to include; Workshop - Awareness of speech and language difficulties within the court setting Workshop - What is Autism, how does it present?	June August	Strategic Health Lead Coventry and Warks Mark Phillips	Magistrates will be aware of different difficulties and how they may manifest in a court setting – feedback Staff will reflect the specific needs in intervention planning and delivery. For example use of visual aids or structure of interactions	Health and Wellbeing Strategy 2016/ 19 Coventry Children and Young People Plan 2016
23. Transition	Develop a formalised Health pathway for young people transitioning to adult services	March 2017	Strategic Health Lead Coventry and Warks Mark Phillips	No disruption in service delivery	Health and Wellbeing Strategy 2016/ 19
24. Health & well being	Compass deliver training to CYOS staff on use of a motivational approach to securing service user	October	COMPASS Sharon Bolesworth	Reduction in unplanned exits from intervention	Coventry Partnership Drug Strategy 2015/17 Children and Young People priority Group

	<p>participation in alcohol / substance misuse interventions</p> <p>Group work short intervention available</p>	October			Health and Wellbeing Strategy 2016/ 19
25. Safeguarding	<p>Missing children</p> <p>Review YOS engagement with the developing MOG and COG meetings / processes to ensure appropriate exchange of information on YOS young people</p> <p>Review mechanisms for information exchange between YOS and social care re YOS young people subject to complex CSE investigations, to ensure that case holders are aware of and can contribute to discussions</p>	<p>October</p> <p>October</p>	CYOS HOS Nancy Meehan		<p>Health and Wellbeing Strategy 2016/ 19 Work stream 3 Stay safe</p> <p>HMIP SQS 2016</p>
26. Safeguarding	Deliver “ Healthy life styles” Intervention as required	On demand	CYOS Dawn Gibson	<p>Young people can demonstrate knowledge of methods of saying safe (Social Media)</p> <p>Can identify services they can access</p>	Coventry Violence against Women and Girls– 2016-2020 which includes DVA , sexual violence and exploitation Health and Wellbeing Strategy 2016/ 19 Work stream 3 Stay safe

	Analysis of programme impact	December			
27. Safeguarding	DVA Dash, monitor levels of completion and outcomes		CYOS Adrian Seymour		Coventry Violence against Women and Girls– 2016-2020” which includes DVA , sexual violence and exploitation Health and Wellbeing Strategy 2016/ 19 Work stream 3 Stay safe
Safeguarding	All staff to attend Loudmouth Productions presentation	September and December training events	CYOS Andrea Barnes	Staff are able to signpost young people to appropriate services Staff are able to manage conversations appropriately Increased awareness of indicators	
28. Safeguarding	Briefing to staff on DVA injunction’s	October	CYOS Andrea Barnes	Staff will understand the range of civil powers/ tools Referral Process	

				and criteria	
29. Safeguarding	<p>PACE</p> <p>Secure certificate from Custody Sergeant for all Young People who are detained in custody</p> <p>Work with partners to sign West Midlands concordat</p> <p>Report PACE activity to Management Board</p> <p>Report on volume of requests against resource available</p>	<p>September</p> <p>Each meeting</p>	<p>CYOS Mathew Haynes</p> <p>CYOS HOS Nancy Meehan</p> <p>CYOS Georgina Kell</p> <p>CCC Mat Clayton/ Sally Giles</p>	<p>LA meets its absolute duty to provide open beds and can demonstrate steps taken to meet its incumbent duty (secure estate beds)</p> <p>Young people feel / are safer</p> <p>A decrease in the number of children held overnight in custody</p> <p>Local thresholds for PACE requests are appropriate</p>	<p>Who's looking out for the children? A joint inspection of Appropriate Adult Provision and children in detention after charge</p> <p>HMIC report 2015 specific to custody arrangements</p>
30.	Review of practice against Ofsted SEND regulations	July	CCC Head of SEND Dept Sharon Cassidy CYOS Andrea Barnes	All young people entering the secure estate who have an EHCP have the	

	<p>Monitor ETE provision on release</p> <p>SEND Officers to attend Initial Planning and Pre-release meetings in the secure estate</p>	<p>Each case prior to release</p>	<p>CYOS Andrea Barnes</p> <p>CCC Head of SEND Dept Sharon Cassidy</p>	<p>conditions reflected in their custodial plans</p> <p>All young people should have an appropriate ETE provision on release</p> <p>Specific identified needs reflected in secure estate planning Pre Release – appropriate exit placement post release Improved resettlement</p>	
31.	<p>Monitor ways of working with Prospects, new provider of careers guidance from May 2106</p>	<p>Quarterly contract monitoring meetings Sep 2016 Oct 2016 Jan 2017 Apr 2017</p>	<p>CCC Ann Brennan</p>	<p>Consistent ETE performance against local indicator</p>	

	Reviewed during quarterly contract monitoring meetings. Respond to any challenges to performance and service offered		CYOS Andrea Barnes Prospects Karen Allen	Young people have an appropriate ETE provision based on diversity of need	
32.	Complete the development of an Education distance travelled tool. This is targeted at young people who may not evidence improvements via mainstream education. It will measure soft skills /improvements e.g. attendance, behaviour changes , attitude	December	YJB David Webb CYOS Andrea Barnes Wolverhampton YOS Peter Madden	Improved self esteem Evidence of impact of interventions Anticipated by product improved family relationship and increased life chances	

Appendix 2 – Budget

Table 1: Partner contributions to the youth offending partnership pooled budget 2016/17

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Local authority*	586,099	0	245,774	831,873
Police Service	51,222	0	20,064	71,286
National Probation Service	47,306	0	11,062	58,368
Health Service	99,897****	0	13,309	113,206
Police and crime commissioner**	85,000	0	0	85,000
Welsh Government	0	0	0	0
YJB Youth Justice Grant (YRO Unpaid Work Order is included in this grant)	412,481	0	79,724	492,205
Other***	0	0	0	0
Total	1,282,005	0	369,933	1,651,938

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

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

*** It should be noted that the 'Other' category is for additional funding that the YOT can use for any general youth justice activities. Accordingly, funding such as the YJB Grant for Junior Attendance Centres should not be included as there is an expectation that these streams must be used for the delivery of services as intended, only when this has been achieved can any surplus be reinvested within wider YOT service delivery.

**** 99k staffing costs for the health resource is not paid to YOS direct, but funds posts in health via health contracts

Appendix 3 – Spend against YJB Grant

2016/17 YJB Youth Justice Grant funding

	<u>Budget</u>	<u>Forecast outturn</u>	<u>Forecast Over(Under) spend</u>	<u>Comments</u>
<u>Youth Justice Grant budget</u>				
- Salaries	£412,481	£412,481	£0	
- Activity costs	£24,834	£24,834	£0	
- Overheads	£54,890	£54,890	£0	
- Equipment	£0	£0	£0	
Total - Youth Justice Grant	£492,205	£492,205	£0	

Appendix 4 – Staffing Information**YOS Staff Ethnic Origin including Sessional Workers and Volunteers**

Ethnic Origin	White British	White Other	Indian	African	Dual Heritage	Black Other	Asian	Unknown	Total
Strategic Manager	1								1
Operational Managers	5								5
Practitioners	22		3			3			28
Administration	5		2	1					8
Sessional Workers	3								3
Volunteers	4	10			1		1	1	17
Total	40	10	5	1	1	3	1	1	62

YOS Staffing contract type including Gender

Type of Contract	Strategic Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional Workers	Volunteers	Total	Male	Female
Permanent	1	5	7	16	3	4			36	10	26
Temporary						1			1	1	
Seconded Probation				1					1	1	
Seconded Police				1					1	1	
Seconded Health				2					2	1	1
Seconded Prospects				1					1		1
Sessional Workers							3		3		3
Volunteers								17	17	2	15
Total	1	5	7	21	3	5	3	17	62	16	46

Restorative Justice Training – 24 YOS staff and 16 volunteers have completed this training.

Appendix 5 – Performance Information

First Time Entrants

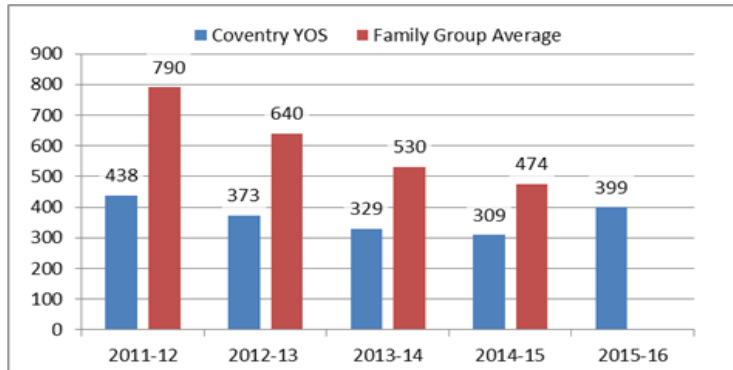


Table 1: FTEs per 100,000 of the 10-17 year old population, Coventry YOS 2011-16

Reoffending

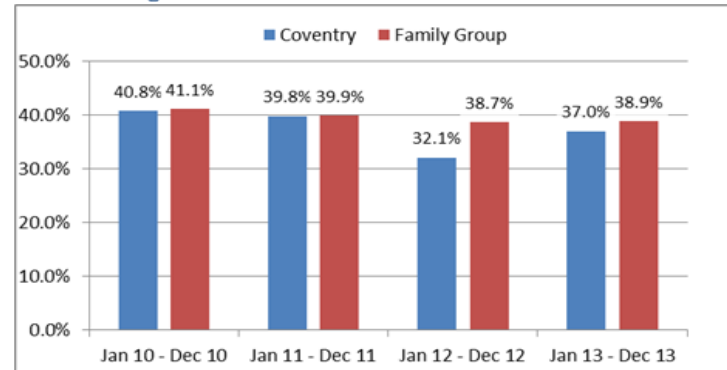


Table 2: Young offenders reoffending within a year, Coventry YOS 2010-13

Use of Custody

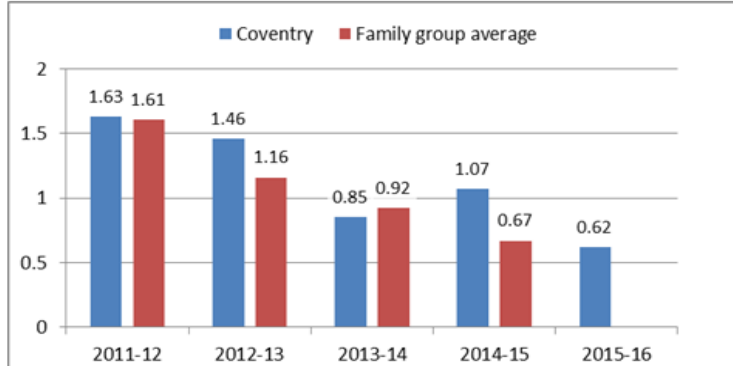


Table 3: Custodial sentences as a rate per 1,000 of the 10-17 year old population, Coventry YOS

Use of Remand

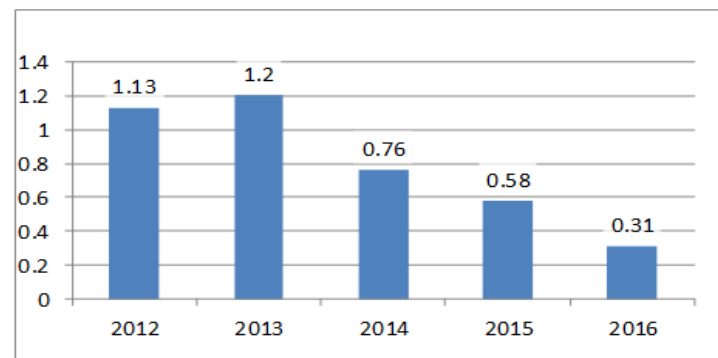


Table 4: New remand episodes per 1,000 of the 10-17 year old population, Coventry YOS

Custody and Remand

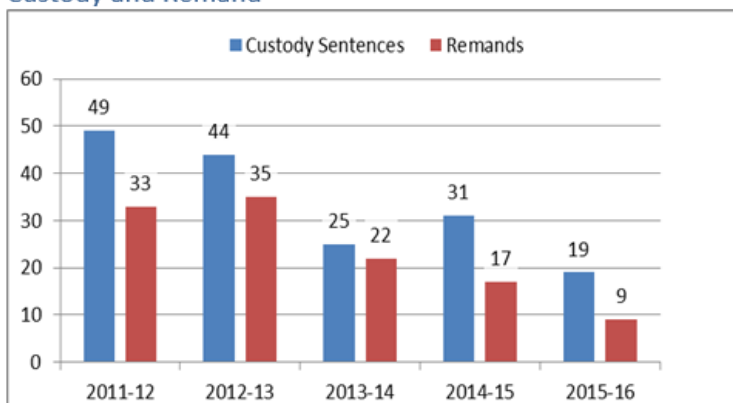


Table 5: New episodes of custody and remand, Coventry YOS 2012-16

Accommodation

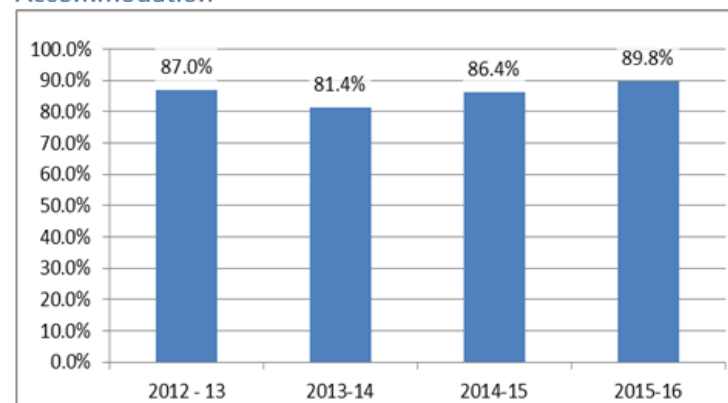


Table 6: Suitable accommodation, Coventry YOS 2013-16

Education, Training and Employment

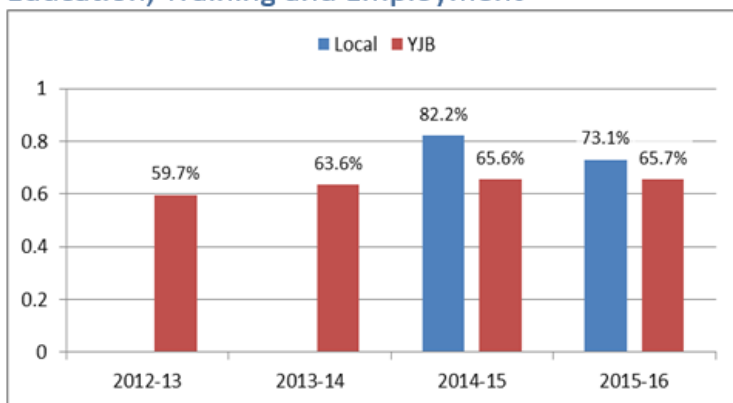
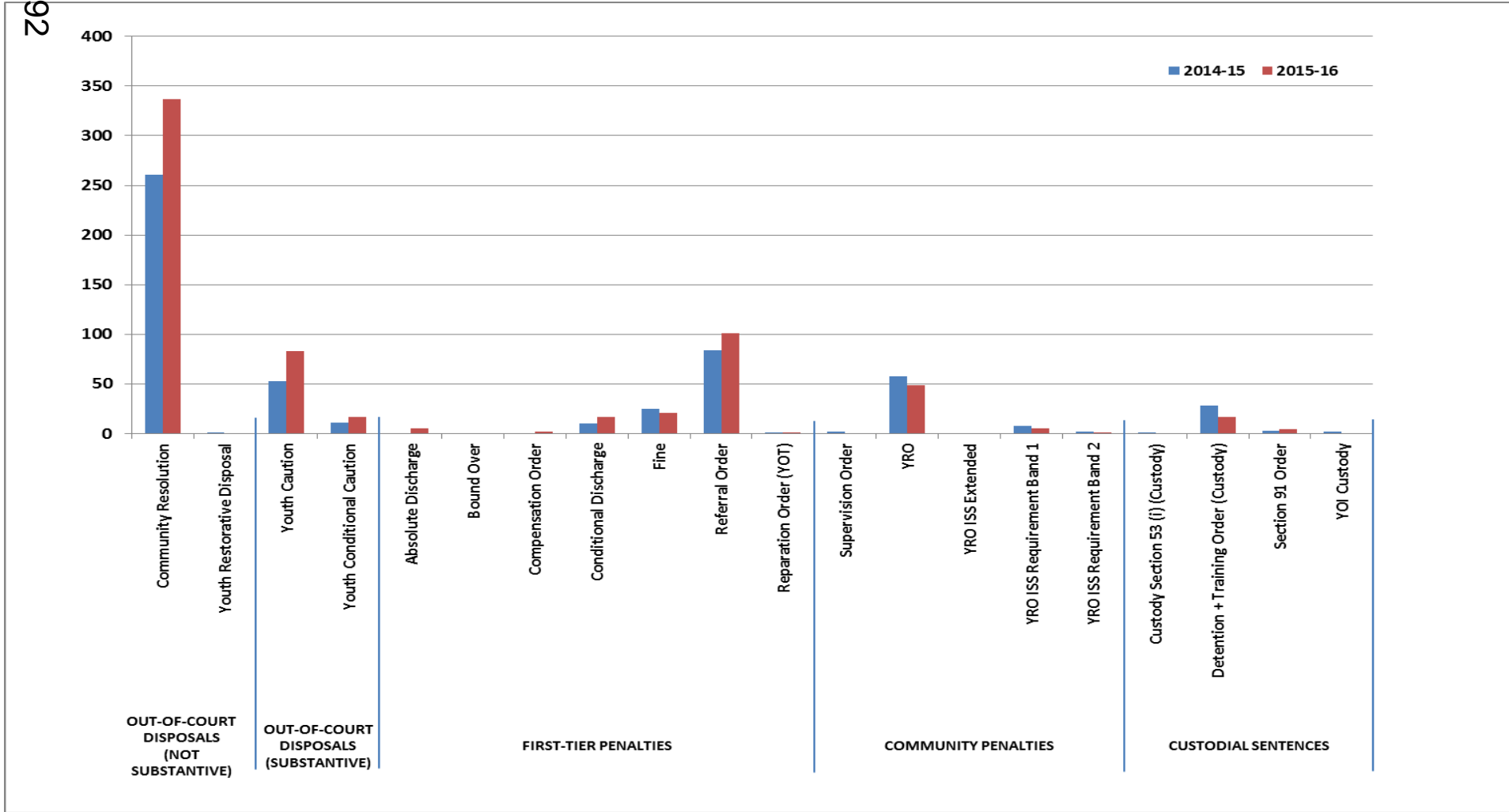
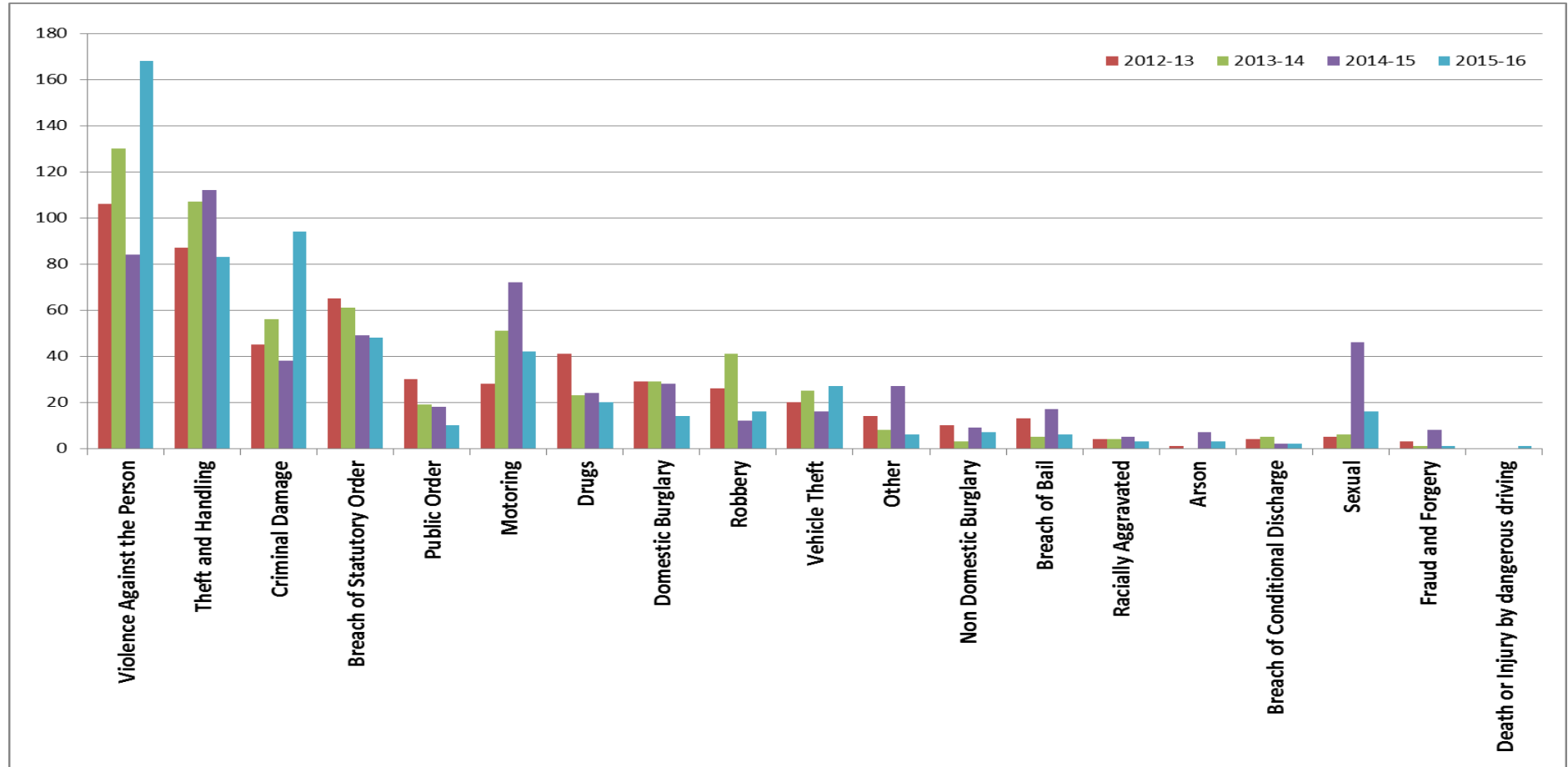


Table 7: Engagement in suitable ETE by local assessment and by former YJB national standard, 2013-16



Disposals

Table 8: Disposals, Coventry YOS 2013 & 2014 Financial Years



Offences

Table 8: Offences by offence type, Coventry YOS 2013-2016

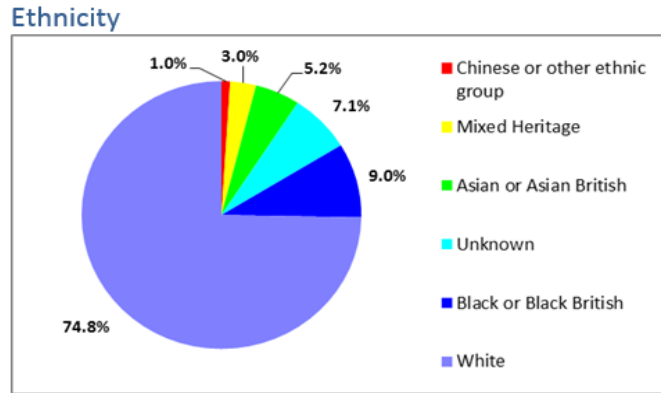


Table 10: Ethnic profile of young people with proven offences, Coventry YOS 2015-16

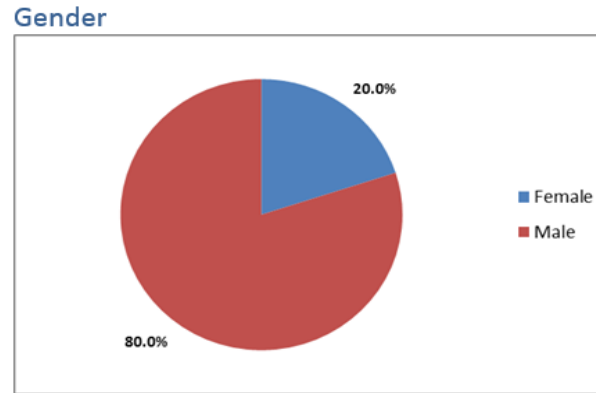


Table 11: Gender profile of young people with proven offences, Coventry YOS 2015-16

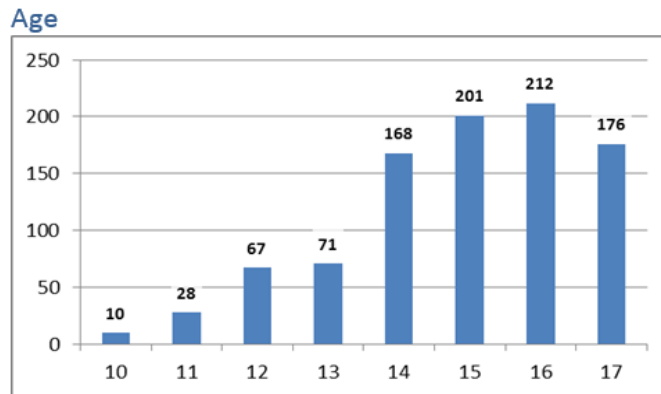
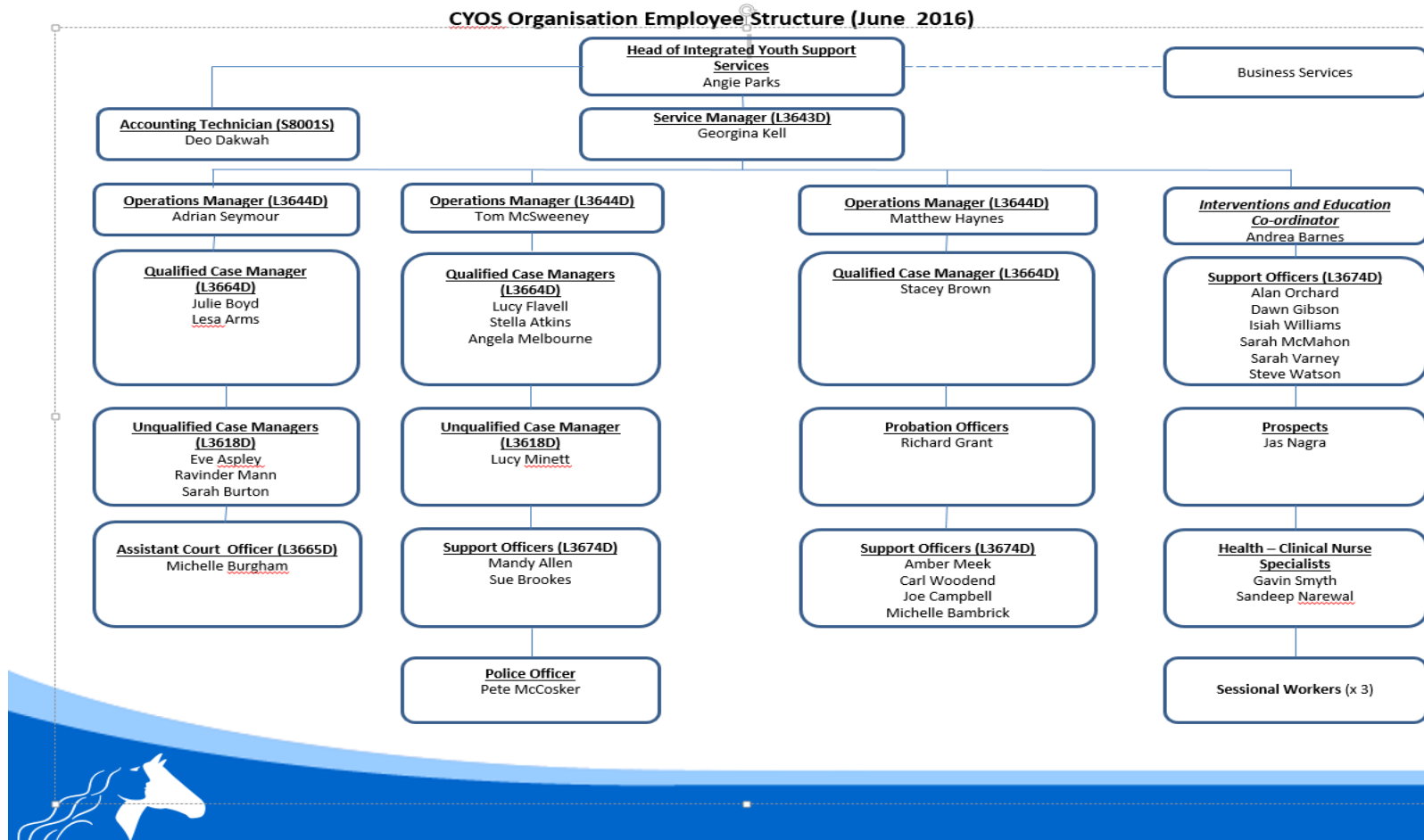


Table 12: Ages of young people at offence date, per proven offence, excluding breaches – Coventry YOS 2015-16

Appendix 6 – CYOS Organisation Employee Structure 2016



Appendix 7 – Management Board Membership

Name	Title
Chief Superintendent Danny Long Chairperson	West Midlands Police. Chief Superintendent Police Commander for Coventry
Anne Brennan	Senior Advisor 11 – 25 years old - Adviser/Secondary Lead (Education Standards and Improvement Team, Coventry City Council
Alan Butler	Joint Commissioning Manager, Coventry and Rugby Clinical Commissioning Group & Coventry City Council
John Gregg	Director of Children’s Services for Coventry
Valerie Elliott (observer)	Deputy Chair of Youth Panel
Jim Horgan	Advisory Teacher Looked After Children Education Service (LACES), Coventry City Council
David McNally	Partnership Adviser – Midlands, Youth Justice Board for England and Wales
Liam Nagle	Community Safety Officer, Coventry City Council
Andy Wade	Head of Coventry, Solihull & Warwickshire National Probation Service Midlands Division
Mandy Whateley	Head of Specialist Health Services for Children and Young People
Nancy Meehan	Head of Youth Offending Service

Appendix 8 – Management Board sign off page



..... (Signature)

John Gregg - Director of Children's Services for Coventry



..... (Signature)

Daniel Long - Chief Superintendent Police Commander for Coventry, West Midlands Police.



..... (Signature)

Andrew Wade - Head of Coventry, Solihull & Warwickshire National Probation Service | Midlands Division



..... (Signature)

Mandy Whateley - Head of Specialist Health Services for Children and Young People



..... (Signature)

Alan Butler - Joint Commissioning Manager, Coventry and Rugby Clinical Commissioning Group & Coventry City Council

Appendix 9 – Glossary of Terms and Abbreviations

CAF	Common Assessment Framework
CAMHS	Children and Adolescent Mental Health Service
CBO's	Criminal Behaviour Orders
CBT	Cognitive behaviour Therapy
CDQR	Community Division Quarterly Review
CHAT	Comprehensive Health Assessment Tool
CIN	Child in Need
CJS	Criminal Justice System
CP	Child Protection
CR	Community Resolution
CSE	Child Sexual Exploitation
COMG	Coventry Offender Management Group
CYOS	Coventry Youth Offending Service
DVA	Domestic Violence and Abuse

ECR	Enhanced Community Resolution
EHC	Education Health + Care Plans
EIP	Early Intervention Strategy + Plan
ETE	Education, Training and Employment
FTE	First Time Entrants (to the Criminal Justice System)
HMIP	Her Majesty's Inspectorate of Probation
HOS	Head of Service
IOM	Integrated Offender Management
IYSS	Integrated Youth Support Service
JAC	Junior Attendance Centre
LAC	Looked After Children
LGA	Local Government Association
LSCB	Local Safeguarding Children Board
MAPPA	Multi-Agency Public Protection Arrangements

MASH	Multi-Agency Safeguarding Hub
MoJ	Ministry of Justice
MST	Multi-Systemic Therapy
NEET	Not in Education, Training or Employment
OOCD	Out-of-Court Disposal
PACE	Police and Criminal Evidence
PBR	Payment by Results
PCC	Police and Crime Commissioner
PNC	Police National Computer
PPRC	People Posing Risk to Children
RJ	Restorative Justice
SEN	Special Educational Needs
STC	Secure Training Centre
T2 Adult	Transition to Adulthood Programme

YJB	Youth Justice Board
YJS	Youth Justice System
YODOC	Youth One Day One Conversation
YOI	Youth Offending Institute
YOT	Youth Offending Team

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Coventry City Council

Briefing note

To: Education and Children's Services Scrutiny Board (2)

Date: 9th November

Subject: Prevent in Schools

1 Purpose of the Note

- 1.1 To brief members of the Education and Children's Services Scrutiny on the Prevent programme in schools'

2 Recommendations

- 2.1 The Education and Children's Scrutiny Board are requested to:
- 1) Consider the proposals in the report and forward any recommendations to the Cabinet (or Cabinet Member)

3 Information/Background

- 3.1 The Prevent Duty was established in July 2015 as part of the Counter Terrorism and Security Act and in particular Section 26 which came into force on 1 July 2015. It outlines the duty for a school or college to have "due regard to the need to prevent people from being drawn into terrorism". Schedule 6 confirms that all schools are covered by the requirements (whether maintained or independent are specified authorities for the purpose of the act). This report outlines these requirements and the implications for schools in the City, the key actions which have been taken to support implementation and proposals for further action.
- 3.2 The Prevent Duty states that the requirement to have due regard to the risks of radicalisation to support extremism is part of the wider safeguarding duties of schools and public bodies and should be incorporated within their main resources.
- 3.3 The Prevent Duty is closely associated with supporting local communities resist the threat of violent extremism. It is overseen locally by both the Community Safety Partnership and by both of the Local Safeguarding Boards

4 Prevent Duty requirements and response

- 4.1 Essentially the Prevent Duty is based on the principle that recognising that children can be vulnerable to exploitation and radicalised to support and engage in violent extremism is one part of the safeguarding duties of teachers – and is therefore part of the overall duty of care.
- 4.2 There are four key duties for schools:
- Identify local risks
 - Identify at risk students
 - Work in partnership with other agencies
 - Keep children safe online where much of the radicalisation takes place (including phones not just PCs and Laptops)

- 4.3 To meet these duties there are a range of measures Schools need to take:-
- Assess the risk of children being drawn into developing extreme/radical views.
 - Demonstrate that they are safeguarding children and young people from being drawn into terrorism by having robust safeguarding policies.
 - Ensure that their safeguarding arrangements take into account the policies and procedures of the Local Safeguarding Children Board.
 - Make sure that staff have training that gives them the knowledge and confidence to identify children at risk of being drawn into terrorism, and to challenge extremist ideas which can be used to legitimise terrorism
 - Ensure children are safe from terrorist and extremist material when accessing the internet in school.
- 4.4 In addition, all schools must meet the requirements set out in section 78 of the Education Act 2002 and promote the spiritual, moral, social and cultural values (SMSC) to develop their pupils in “Self knowledge, self-esteem and self-confidence, distinguish right from wrong, contributing to their locality and society, further tolerance and harmony encourage respect for other people and the rule of the law.” The achievement against this requirement is assessed through Ofsted.
- 4.5 A large part of the response to the Duty has been to provide training and awareness to schools in the City. During 2015 the West Midlands Counter Terrorism Unit hosted a number of events for all schools to attend and be briefed on the local context and requirements. Since October 2015, and the appointment of the Prevent Co-ordinator, further training has been available. During that time almost 40 schools have been directly trained by the Co-ordinator, with over 1,000 staff attending, the principal form of training is based on the Home Office model known as the Workshop to Raise Awareness of Prevent. The key aspects of the course are:-
- Raising awareness of the Prevent Duty
 - Offering opportunity to discuss vulnerabilities of young people to radicalisation
 - Identification of behaviours suggesting vulnerabilities
 - Consideration of the risk
 - Appreciation of the support that is available and how to access that support
- 4.6 It is important to emphasise that the training provided locally confirms that Prevent is concerned with all forms of extremism that might lead to terrorism, including domestic extremism, such as extreme right wing activity. The training includes material and case studies that illustrate the different forms of extremism and how Prevent applies to all.
- 4.7 To support schools an illustrative Prevent Policy was circulated to be used in conjunction with, or incorporated within, the school safeguarding policy arrangements. Included within this policy guide is further information on signs associated with vulnerability and guidance on what to do if a school is concerned and feels a pupil needs support. The Duty asks staff to have regard to the whole safeguarding assessment of individuals, their emotional, behavioural and physical circumstances in considering risks. Additional guidance around the requirements for schools was provided through “Safeguarding and Radicalisation” event hosted by the joint Safeguarding Board in April. This event looked at:-
- National best practice
 - Local threat and risk
 - Local action and resources
- 4.8 Other Prevent initiatives taking place around schools have included:-
- The delivery of a programme called “Identity, Belonging and Extremism” in 4 secondary schools. This initiative was identified by Government as a national best practice resource and worked directly with pupils to explore these issues in support of the established work around the core curriculum.

- The publication of Educate against Hate by the DfE – which contains a wide range of resources around Prevent in schools.
 - Advice and support around individuals who are felt to be at risk.
- 4.9 The Government have required all areas to establish a Channel Panel. This is a multi-agency group, led by the Local Authority. Its principal aim is to provide a safeguarding support to individuals who may be at risk of radicalisation. The key aspects of the Channel Panel are that:-
- It is based on informed consent, so that the person knows and agrees to their consideration by the Panel.
 - It is concerned with pre-criminal activity and involves agencies in providing a range of safeguarding responses to individual needs
 - Its activity can include identifying mainstream service requirements; identifying and enabling access to community resources; allocation of a specialist mentor to work with the individual.
 - Schools use the existing safeguarding referral processes to refer issues for consideration by Channel.
- 4.10 The Government does not publish local information on the numbers of referrals to Channel Panel. However, nationally, it has reported that 80% of cases referred to it exit the Channel programme with a reduced risk of radicalisation.
- 4.11 A local Prevent Steering Group, (which include education representatives) comprised of the agencies covered by the Prevent Duty meet regularly to review and priorities partnership actions. The following additional actions have been identified to further assist schools in the implementation of the Prevent Duty.
- A survey of all schools training and support needs has been prepared – this should guide further development and targeting of training support and assessing the impact of that which has been provided to date.
 - Develop a local group of qualified trainers – so that there is a wider pool of expertise available to schools to deliver the Home Office programme.
 - Deliver a “learning from Best Practice” event – using nationally cited expertise to assist local schools in applying Prevent.
 - Develop an online resource bank to make it easier to access information and resources
- 4.12 The Prevent Duty extends to public bodies in Coventry, all schools, colleges and early years providers. A local partnership steering group brings agencies together to co-ordinate the response to the duty, and community engagement with local partner groups is ongoing. At the heart of the Prevent Duty is the focus upon safeguarding local residents from the risks of radicalisation in support of violent extremism. As such it has an important part in helping to ensure that Coventry children and young people recognise and understand the risks of extremism and how to stay safe. It is also consistent with the overall aim of Coventry as a City of Peace and Reconciliation – resisting the threat of extremism which seeks to divide communities.
- 4.13 The principles of the Prevent Duty are clearly outlined in support of the Equality Act – ‘Extremism’ is defined in the 2011 Prevent strategy “as vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.”
- 5 Other useful background papers:**
- The Prevent duty - Departmental advice for schools and childcare providers (June 2015)
 - Promoting fundamental British values as part of Spiritual, Moral, Social and Culture (SMSC)in schools - Departmental advice for maintained schools (November 2014)

- Keeping Children Safe in Education (July 2015)

Geoff Thomas – Prevent Co-ordinator
People Directorate
02476 831437
geoff.thomas@coventry.gov.uk



Coventry City Council

Briefing note

To: Education and Children's Scrutiny Board

Date: 10th November 2016

Subject: Outstanding Issues Report

1 Purpose of the Note

- 1.1 To inform Members of the approach to be taken on progress, outcomes and responses to recommendations and substantial actions made by the Scrutiny Board.

2 Recommendations

- 2.1 Members are recommended to:
- 1) Note the attached outstanding issues at Appendix 1

3 Information/Background

- 3.1 When recommendations and actions are made following a scrutiny meeting, they are circulated to the relevant Cabinet Member and officer, and recorded on a recommendations tracker.
- 3.2 The purpose of this report is to bring to the Boards attention the responses received from Cabinet Members and officers in regard to recommendations and actions from previous meetings.
- 3.3 Once a response has been received or an action dealt with, it will be removed from this report and kept in the full recommendations tracker. The complete tracker can be viewed by contacting the Scrutiny Team on the details below.

Gennie Holmes
Scrutiny Co-ordinator
gennie.holmes@coventry.gov.uk
024 7683 1172

Appendix 1 - Outstanding Issues

Meeting Date	Agenda Item	Cabinet Member/ Responsible Officer	Rec, Action or Information	Recommendations/ Actions	Officer contact	Response/ Status
21st July 2016	Serious Case Review	LSCB	A	The individuals noted in the report as evidencing good, determined practice be congratulated	Hardeep Walker	
21st July 2016	Early Help Strategy Progress Report	John Gregg	I	The SB were keen to communicate to all providers including schools and nurseries a standardised definition of 'school ready' including a list of expectations i.e. be able to tie a shoe lace	John Gregg	
15th September 2016	Stepping Up and Stepping Down		A	Members of SB2 would like to support the evidence based decisions our professional social workers make	John Gregg	
13th October	Relationship and Sex Education in Coventry	Cllr Maton/Cllr Caan	R	<p>The Cabinet Member for Education and Skills is recommended to:</p> <ol style="list-style-type: none"> 1) Consider including questions on Relationships and Sex Education as part of schools safeguarding audit s175/s157 audit providing challenge to schools when appropriate. <p>The Cabinet Member for Education and Skills and the Cabinet Member for Public Health and Sport are recommended to:</p> <ol style="list-style-type: none"> 2) Consider the use of un-validated data on conceptions to enable more up to date analysis and better targeting of services. 3) To involve young people in discussions about what they would like as part of Relationships and Sex Education 	Gennie Holmes, Jane Moore, Nadia Ingliss, Judith Simmons	Briefing note send to Cabinet Members 2/11/16

13th October	Health Visiting Services	Cllr Caan/Cllr Ruane	R	The Cabinet Member for Public Health and Sport and the Cabinet Member for Children's Services are recommended to: 1) Request that the Director of Public Health and the Director of Children's Services discuss how to calculate an average number of CAF's it is appropriate for Health Visitors to hold.	Gennie Holmes	Briefing note send to Cabinet Members 2/11/16
13th October	AOB		I	Members give consideration to a recent article regarding 'how to scrutinise schools' and circulate document for consideration and future discussion	Gennie Holmes	Circulated to Members 26/10/16
13th October	AOB		A	SB2 to congratulate the CSE Team that had received an award. Letter of congratulations be sent.	Gennie Holmes	Postponed until the awards are announced and also to include the individual NQSW who has also been nominated for an award.

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Education and Children's Services (2)

Scrutiny Work Programme 2016/17

16th June 16
Recruitment and Retention of Social Work Staff (task and finish group) Improvement Board - 11 May 2016
21st July 16
SCR Early Help Strategy Improvement Board - 22 June 16
15th September 16
'Stepping Up' and 'Stepping Down' Process for Social Care cases. Quality Assurance Auditing Staying Put Arrangements and Policy
13th October 16
Supervision of Social Care Staff recommendations Teen pregnancy and PSHE in schools Health Visiting Contract Improvement Board Report – 14 September 16
10th Nov 16
Unaccompanied Asylum Seeking Children Youth Offending Service Prevent in schools
8th December 16
Improvement Board Report – 2 November 16 Travel Assistance Policy Change – Public Consultation
12th January 17
Education Performance Report Academisation Programme, Free Schools and Grammar Schools Improvement Board Report – 14 December 16
9th February 17
Improvement Board Report – 25 January 17 LSCB Annual report Monitoring of SCR recommendations from 15/16
9th March 17
Supervision of Social Care Staff – progress report Health Visiting and the Family Hub Model
6th April 17
Progress Reports -These items will only be reported to the Board by exception. Where progress is on track reports will be circulated to the Board for information only
Changes to adoption agency – progress report Family Drugs and Alcohol Court – progress report MASH update - progress report 12 Jan 17 Children's Social Care Workforce Strategy – progress report 9 Feb17 Early Help Strategy – reported to meeting 21 July

Progress on Audit Findings

Proposed Agenda Items

Voices of Care

Consultation on proposed changes to the school transport service.

Young Carers

Serious Case reviews

Commissioned Services including Residential Care

CAMHS

Short Breaks Review

School based police panels

SCR – Child F

Date	Title	Detail	Cabinet Member/ Lead Officer
16th June 16	Recruitment and Retention of Social Work Staff (task and finish group)	Members wanted to look in depth at the recruitment of social workers including consideration of reasons for lack of interest in previous recruitment campaigns and remuneration and responsibility levels of social workers. To include reputational factors as well.	John Gregg Cllr Ruane
	Improvement Board - 11 May 2016	A standing item as agreed by Council reporting progress against the areas identified in the improvement notice.	John Gregg Cllr Ruane
21st July 16	SCR	The Board will consider recommendations from a serious case review.	Janet Mokades Cllr Ruane
	Early Help Strategy	To receive a progress report on the Early Help Strategy including the Strengthening Families. Also to include hard to engage families (see SCR recommendations)	John Gregg Fran Doyle Cllr Ruane
	Improvement Board - 22 June 16	A standing item as agreed by Council reporting progress against the areas identified in the improvement notice.	John Gregg Cllr Ruane
15th September 16	'Stepping Up' and 'Stepping Down' Process for Social Care cases.	Following the Boards consideration of the SCR on Baby C Members requested more information on the new processes implemented as a result of the recommendations	John Gregg Fran Doyle Nancy Meehan Cllr Ruane
	Quality Assurance Auditing	Following the Boards consideration of the SCR on Baby C Members requested more information on the auditing of case work to ensure consistency and quality of practice	John Gregg Terri Cartwright Cllr Ruane
	Staying Put Arrangements and Policy	To look in more detail at the Staying Put Policy, involving representation from the Foster Carers Association. The report should cover promotion of the policy with young people, children social work support at 18, financial support to Foster Carers. The Voice of the Child Task and Finish Group raised the issue of independence training and the Chair suggested that it be looked at separately.	John Gregg Jivan Sembi Cllr Ruane
13th October 16	Supervision of Social Care Staff recommendations	A progress report on the recommendations accepted by the Cabinet Member on 14/4/16	John Gregg Cllr Ruane
	Teen pregnancy and	To consider what schools are doing to support the Teenage	Kirston Nelson,

Date	Title	Detail	Cabinet Member/ Lead Officer
	PSHE in schools	Pregnancy Strategy and how the Council is supporting them	Nadia Ingliss Judith Simmonds Cllr Maton
	Health Visiting Contract	Members wanted to know more about the current health visiting contract particularly Health Visitors involvement in CAF's.	Cllr Ruane Jane Moore
	Improvement Board Report – 14 September 16	A standing item as agreed by Council reporting progress against the areas identified in the improvement notice.	
10th Nov 16	Unaccompanied Asylum Seeking Children	Members requested to be kept up to date on numbers of UASC in the city and services to support them. Cabinet Member report for the meeting on the 3 rd November.	Sonia Watson
	Youth Offending Service	An update on progress of the Youth Offending Service including the recent inspection report and subsequent action plan	Georgina Kell Cllr Ruane
	Prevent in schools	To look in more detail how the Prevent agenda is being delivered in schools	Kirston Nelson Cllr Maton
8th December 16	Improvement Board Report – 2 November 16	A standing item as agreed by Council reporting progress against the areas identified in the improvement notice.	
	Travel Assistance Policy Change – Public Consultation	To consider the consultation document for changes to the policy on travel assistance	Kirston Nelson Cllr Maton Jeanette Essex/Adrian Coles
12th January 17	Education Performance Report	An annual report with the headline performance data from schools, including vulnerable groups including children educated out of school and excluded pupils.	
	Academisation Programme, Free Schools and Grammar Schools	The Board wanted to consider the implications of the Government white paper and the proposals for all schools to become academies by 2020. Also to include information on how the Council works with Free Schools as referred from Scruco from a suggestion by a member of the public	Kirston Nelson Cllr Maton
	Improvement Board Report	A standing item as agreed by Council reporting progress	

Date	Title	Detail	Cabinet Member/ Lead Officer
	– 14 December 16	against the areas identified in the improvement notice.	
9th February 17	Improvement Board Report – 25 January 17	A standing item as agreed by Council reporting progress against the areas identified in the improvement notice.	
	LSCB Annual report	The annual report of the local safeguarding children’s board	Elizabeth Edwards Cllr Ruane
	Monitoring of SCR recommendations from 15/16	The Board wanted to know how the outcomes of recommendations from SCR’s are monitored and whether implemented recommendations have been effective in protecting children	Elizabeth Edwards Cllr Ruane
9th March 17	Supervision of Social Care Staff – progress report	Following an item on progress on recommendations at their meeting on 13 th November, Members requested a further update on progress	Lee Pardy-McLaughlin Cllr Ruane
	Health Visiting and the Family Hub Model	Following an item on the Health Visiting contract, Members agreed to a further report on how Health Visiting can complement the Family Hub model	Jane Moore, John Gregg
6th April 17			
Progress Reports - These items will only be reported to the Board by exception. Where progress is on track reports will be circulated to the Board for information only			
	Changes to adoption agency – progress report	A regional adoption agency has been established. Members wanted a progress report and information on performance	John Gregg Cllr Ruane
	Family Drugs and Alcohol Court – progress report	Progress on the work of the FDAC	John Gregg

Date	Title	Detail	Cabinet Member/ Lead Officer
	MASH update - progress report 12 Jan 17	Following the meeting in January 2016, Members requested a further progress update, particularly in relation to the recommendations made.	
	Children's Social Care Workforce Strategy – progress report 9 Feb17	Following the introduction of the Workforce Strategy at their meeting on 25 February, Members requested a further progress report	John Gregg Cllr Ruane
	Early Help Strategy – reported to meeting 21 July	Members requested further progress reports following their meeting on 21 st July 2016	John Gregg Cllr Ruane
	Progress on Audit Findings	<p>At their meeting on 15th September, Members requested regular updates on progress against those areas where audits suggested improvement is required.</p> <p>7. Care planning continues to cause concern, with drift and lack of contingency planning.</p> <p>8. Neglect and “start again” syndrome is highly visible on a high proportion of cases including those held in early help.</p> <p>9. Focus is on assessment, rather than on intervention, impact and outcomes.</p> <p>10. Looked after Children, have too many moves.</p> <p>11. Life Story work continues to be inconsistent.</p> <p>12. Placement sufficiency has a negative impact on the ability of the service to identify appropriate placements for those young people ready for independence.</p> <p>13. Whilst children are being seen, it is sometimes unclear about the purpose of the visit or nature of the intervention.</p> <p>14. Recording is still inconsistent</p> <p>15. Use of chronologies is not routine or properly understood.</p> <p>16. Supervision is task focused and not reflective.</p>	John Gregg Cllr Ruane

Date	Title	Detail	Cabinet Member/ Lead Officer
Proposed Agenda Items	Voices of Care	Members requested regular updates on the work and benefits of the Voices of Care Council, including the results of surveys with LAC	Sheila Bates
	Consultation on proposed changes to the school transport service.	Following the change in timescales to implementation of changes Members requested that the Board considers the new proposals as part of the new consultation process.	Jeanette Essex Cllr Maton
	Young Carers	Referred from the Corporate Parenting Board, to look at support offered to children and young people who are carers, especially those that are children in need, child protection or who come into care because of the health of their parents.	Suzanne Lawlor – Carers Strategy
	Serious Case reviews	The Board will consider recommendations from serious case reviews when they are published. To also include Wisteria Lodge investigation.	Cat Parker/Hardeep Walker Cllr Ruane/Janet Mokades
	Commissioned Services including Residential Care	Members requested further information about commissioned services and how contracts are awarded and monitored, including Barnardo's. Members requested information on residential care provided by both the local authority and commissioned services	John Gregg/Sally Giles Cllr Ruane
	CAMHS	A follow up and progress report on work done with SB5 last year, especially in terms of prescription drug use. Also a task and finish group to investigate why there significantly high number of referrals through CAMHS on the ASD pathway.	Jacqueline Barnes
	Short Breaks Review	To look in more detail at the provision of short breaks for disabled children	John Gregg Cllr Ruane
	School based police panels	A report on how the police are supporting improving behaviour in schools and tackling anti-social behaviour in partnership	Kirston Nelson Cllr Maton
	SCR – Child F	The Board will consider recommendations from a serious case review.	

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