

WEST MERCIA YOUTH JUSTICE PARTNERSHIP



YOUTH JUSTICE PLAN

2016/17



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1.0 INTRODUCTION

Introduction from the Karen Bradshaw, Chair of West Mercia Youth Justice Service Management Board and Director of Children Services, Shropshire Council



West Mercia Youth Justice Service (WMYJS) is partnership between the Local Authorities, National Probation Service, West Mercia Police, NHS organisations across West Mercia and the Office for the West Mercia Police and Crime Commissioner. The service is accountable to the WMYJS Management Board, comprised of senior officers from each partner agency. The service was established on the 1st October 2012 replacing the previous Shropshire, Telford and Wrekin Youth Offending Service and the Worcestershire and Herefordshire Youth Offending Service following a review of how youth justice services were provided across the West Mercia area. A second phase of the review, completed in 2015/16, has resulted in the decision for the service to be hosted by the Office for the West Mercia Police and Crime Commissioner from 1st April 2016.

As we enter 2016/17 the partnership faces a number of challenges which include a significant reduction in funding from central government, along with reductions from partner agencies and the intention to implement a major re-structure of the service during the first six months of the year. This is combined with change programmes to introduce a new case management and information system and implement a new assessment and planning framework over the same period. The partnership is additionally awaiting the publication of the Ministry of Justice's national review of youth justice, led by Charlie Taylor, which is likely to signal far reaching changes in youth justice policy and delivery.

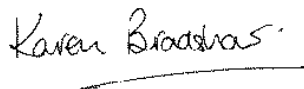
During 2015/16 WMYJS has, in particular, concentrated on improving the quality of assessments and plans following the findings of the Short Quality Screening of the service undertaken by HMI Probation in early 2015. Monthly audits have demonstrated a sustained improvement in the quality of assessment and planning throughout 2015/16. There is, however, a mixed picture in relation to performance against the national performance indicators. Performance in respect of the rate of young people receiving a custodial sentence has improved with the rate decreasing from 0.22 sentences per 1000 youth population in 14/15 to 0.14 in 15/16, this rate is significantly below national rate of 0.37. Although good progress has been achieved in reducing the number of young people receiving custodial sentences, the other two indicators, first time entrants to the youth justice system (FTEs) and re-offending have shown a slight deterioration, the FTE rate has risen from 431 per 100,000 youth population to 506 between 2014 and 2015, and the proportion of young people re-offending has increased from 30.7% for the July 2012 to June 2013 cohort to 34.7% for the July 2013 to June 2014 cohort, although this below the national rate which is at 37.7%. More detail on the national performance indicators is provided in section 2.7.

Although the FTE rate is to a large extent outside of the direct control of the youth justice service the service will be working with the Police during 16/17 to identify the main factors driving not just the increase but also the differences in the rates between the local authority areas in West Mercia. The service is piloting a bureau approach to out of court disposal decision making in Shropshire, and at the time of writing it is too early to ascertain whether this is having a positive effect on diverting young people from formal justice system sanctions, where it is appropriate to do so, but the management board look forward to receiving the evaluation of the pilot which is due at the end of the calendar year.

The re-offending rate is volatile and varies year on year in a range between 30% and 34% with no real overall trend either upward or downward. The service implemented a tool during 15/16, which tracks re-offending of current cases in real time, allowing for the review of interventions at the earliest point where re-offending occurs. The management board intends to have a focus on re-offending during 16/17 and has commissioned a report to form the basis of a themed meeting to identify further actions.

The management board welcomed the work undertaken by the service during 15/16 to capture the voice of the service user, this included a revised service user feedback process, the implementation of a new compliments, comments and complaints process and the use of the ViewPoint survey. Some summary feedback is given in section 2.6, but the headline statistic from the ViewPoint survey was that 88% of young people said that the work with the service had made them less likely to offend. Further work is required in 16/17 to ensure that voice of the service user is better represented at the management board. Some comments from service users or their carers are provided in speech bubbles throughout the body of this report.

The service and management board do not work in isolation in reducing offending by children and young people and improving the outcomes for children and young people who have entered or at risk of entering the youth justice system. The board is committed to promoting more integrated and joint work between the service and other agencies at the local area level, in particular with social care services, especially in relation to looked after children who are over represented in the youth justice system. In 16/17 the looked after children reference group of the board will be re-established. It is planned to agree a multi-agency protocol to reduce the offending by and the criminalisation of looked after children. Work is also planned with the National Probation Service to improve the arrangements for young people transitioning from youth to adult criminal justice services. Other key relevant plans are the Children and Young People's Plans, Community Safety Strategies and the Health and Wellbeing Plans for each area and the Safer West Mercia Plan. The management board recognise the need to make strategic alliances with other relevant boards and governance bodies.



Karen Bradshaw – Chair of West Mercia Youth Justice Service Management Board

2. REVIEW OF 2015/16

2.1 Changes in Service Delivery Arrangements

Following a review of service delivery arrangements undertaken during 15/16 the four Local Authorities and partner agencies agreed to transfer the hosting arrangements for the WMYJS to the Office for the West Mercia Police and Crime Commissioner from the 1st April 2016. The review agreed a new structure for WMYJS which is to be implemented during the first 6 months of 2016/17. A diagram of the new WMYJS structure is included in section 3 of this plan.

I felt my child was safe when they were with YOS (parent of service user)

2.2 Review of Key Developments 2015/16

The YOS Management Board agreed four main overarching priorities for 2015/16. The following were achieved during 2015/16.

(i) Priority 1 - Improving Performance and Developing Practice

- Monthly auditing of assessments and plans undertaken independently to teams line management was implemented which resulted in a increase in compliance to the service's quality standards
- The Junior Attendance Centre serving Worcestershire and Herefordshire was re-establishing following being closed since December 2014
- A short screening tool was developed to identify young people who are either at risk of becoming victims of child sexual exploitation (CSE) or potential perpetrators of CSE.
- Piloting a bureau approach to pre-court decision making in Shropshire
- The development of a new service Operations Manual which includes comprehensive recording guidance.
- The merger of ICT systems to bring the whole service onto a single ICT platform

(ii) Priority 2 - Understanding our Young People

- Tracking tools for re-offending, education, training and employment and victim work were developed and implemented.
- Through a newly established participation development group new service user feedback processes were put in place including end of intervention feedback questionnaires, the “Tell Us” comments, compliments and complaints process and a “Think Participation” resource was developed for practitioners.
- Further development of the annual WMYJS needs assessment

I stopped offending. Kept drinking to a minimum. I think before I do things now. (service user)

(iii) Priority 3 - Improved Joint Working and Integration

- Continued focus on joint issues between WMYJS and social care and Police for looked after children, in particular through the work of the Management Board sub group and participation in the Police LAC decision making process pilot in Shropshire.
- Piloting joint WMYJS and Children Social Care workshops in one authority area
- Agreement of a multi-agency protocol to ensure young people charged and denied bail are transferred to local authority accommodation

(iv) Priority 4 - Governance and Communication

- Completion of the West Mercia review of youth justices services with decisions to transfer the hosting of the YOS to the Office of Police and Crime Commissioner from 1st April 2016, and a agreed new structure to be implemented during 2016/17
- Joint management team and management board workshop based around the learning points from a discretionary serious case review
- Introduction of practice presentations at management board meetings
- Confirmation of a health (CCG) representative for the YJS management board.

2.3 Innovative Practice

WMYJS has been working with West Mercia Police in the Shropshire area to pilot an approach to decision making for LAC, particularly those in children homes where the offending has occurred in the context of the placement. The process is due to rolled out across the Police strategic alliance area of Warwickshire and West Mercia during 2016/17. Although not innovative in itself WMYS has been piloting a bureau approach to pre-court decision making in Shropshire which compliments the work of the LAC forum.

2.4 Thematic Inspections

During 2015/16 the WMYJS Management Board has considered the findings from the following thematic inspections; A Inspection to Assess the Effectiveness of the Reporting, Monitoring and Learning from the Youth Justice Boards Community Safeguarding and Public Protection Incident (CSPPI) Procedures and Transition Arrangements: A Follow Up Inspection. Processes are to be put in place to address the youth justice partnership and service specific recommendations in the CSPPI report and it has been agreed to develop a new local transition protocol with NPS which will take into account the recommendations of the transitions report.

2.5 Youth Offending in West Mercia

More detailed information on offending types, offenders by age and gender and numbers and offenders by proportion of youth population for each local authority area are contained in appendices 1 to 4 of this plan.

- In West Mercia there has been a 67% reduction in the number of young people committing offences over the past ten years from 3995 young people offending in 2005 to 1310 in 2015.

Case Study - Reparation Project

WMYJS were approached by a parish council and asked to renovate a bus shelter.



Following a risk assessment, four young people worked on the preparation phase



Meanwhile other young people made flower boxes at the workshop in Telford

This then all came together in a renovated bus shelter with uniform paintwork, varnished benches and a freshly painted interior.



The local community have been thrilled, are looking after the flower boxes and the Parish Council were very pleased with the work done. They have agreed to circulate this success to other parishes to increase the potential work available to young people in future.

- The majority (82.4%) of young people entering the youth justice system for the first time in 2015 were aged 14 or over
- Nearly a quarter (24%) of first time entrants to the youth justice system during 2015 were female
- The four most prevalent offence types are violence against the person, theft and handling, criminal damage and drug related offences.
- Just over a third of young people (36.3%) receiving outcomes in 2015 that required YOS interventions were children in care
- Whilst there are some variations across the local authority areas the four most prevalent assessed areas of risk and need are thinking and behaviour, family and personal relationships, lifestyle and mental health and wellbeing.
- Young people from outside of West Mercia have a significant impact on the levels of youth crime in West Mercia. Out of area young people were responsible for 15.2% of all offending resulting in a substantive outcome in 2015.
- In 2015 just under half (49%) of young people receiving outcomes that require YOS interventions have mental health or emotional well being issues.

2.6 Views of Young People

The following data is taken from a ViewPoint survey of 76 young people who were subject to court orders managed by West Mercia YJS undertaken during the last six months of 2015/16.

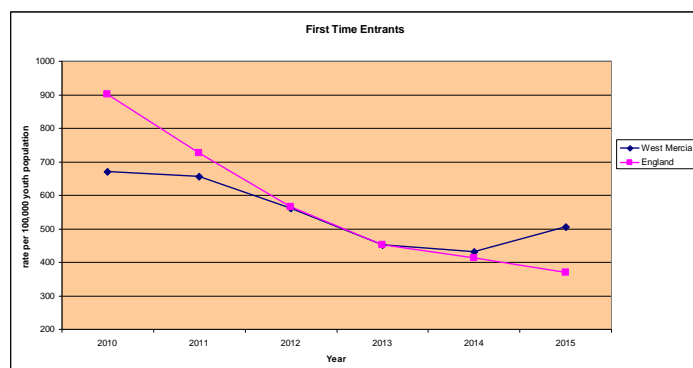
- 88% said that the work with the WMYJS has made them less likely to offend
- 97% said that the service given to them by the WMYJS was good most or all of the time
- 92% said they had enough say what went into their intervention plan
- 44% said they needed help with school, training or getting a job, of those needing help 90% said they received the help needed
- 29% said they needed help to cut down drug use and of those needing help 80% said they received the help needed.
- 19% said they needed help with relationships or things about their family, of those needing help 85% said they received the help needed.
- 19% said they needed help to deal with strange or upsetting thoughts, of those needing help 85% said they received the help needed
- 46% said they needed help to understand how to stop offending, of those needing help 97% said they received the help needed

2.7 Performance Review

Youth Justice Partnerships are subject to three national indicators;

- First Time Entrants (FTE) to the Youth Justice System
- Use of Custody
- Re-Offending

(i) First Time Entrants to the Youth Justice System (FTE)



The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (Youth Caution, Youth Conditional Caution or

Conviction). A lower figure denotes good performance.

The rate of FTEs across West Mercia for 2015 was 506, which is an deterioration on the performance for 2014 when the FTE rate was 431. The rate in West Mercia for 2015 is higher than the national rate of 369.

The percentage reduction in the rate of FTEs in West Mercia over the period 2010 to 2015 has been 26%.

Case Study – The Pilot Youth Bureau



This is a pilot scheme that aims to assess all young people coming to police notice, issuing the fairest and most effective decision and where necessary, intervention to reduce the likelihood of further offending.

The Youth Bureau involves a Police decision maker, WMYOS staff, a panel member (a trained and vetted member of the community) and other professionals where relevant.

The young person and their parents/carers then attend to receive the decision and implement any intervention straight away.

This pilot is due to report in autumn 2016

Case one – Sexting – A sixteen year old school boy with no previous offending history who forwarded an indecent image to a friend and like many other young people, he had not realised that he had committed an offence until he was dealt with by Police.

He was extremely remorseful and naïve. Prior to the bureau being in place, he may well have received a caution direct from police. This would have also attracted sex offender registration. The ongoing restrictions would then have affected his future employment prospects.

WMYJS were able to offer an enhanced community resolution along with a package of intervention around safe internet use and appropriate internet safety interventions.

There have been no further allegations about this young person.

Case two – Racial Harassment - This relates to a fifteen year old Shropshire school girl who racially abused the victim. There had been some minor contact with police previously.

On this occasion she was assessed by WMYJS and it was clear that there were vulnerability issues. These impacted on her ability and consequently her understanding of the impact of her behaviour.

As a result of the Bureau an enhanced community resolution has been able to be issues supported by an intervention programme delivered by WMYJS to address self esteem, impact of her behaviour on others and referral to Child and Adolescent Mental Health Services for assessment and support.

Had this young person been dealt with by the police alone it is likely that she would have received a youth caution, no further support and the identified issues would have continued, potentially leading to further harm to the community

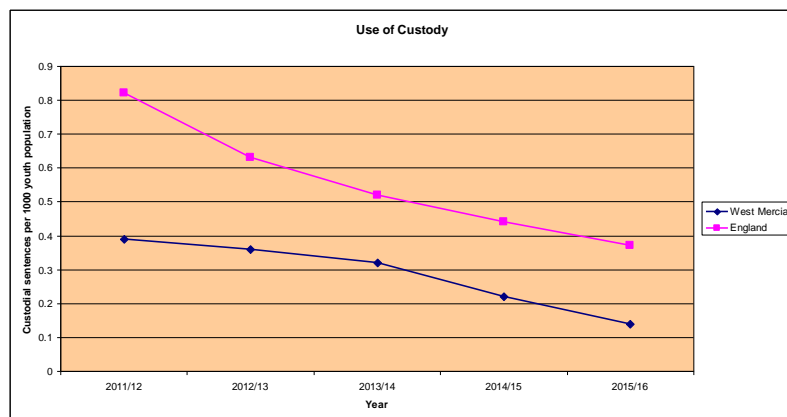
There have been no further allegations about this young person.

Within West Mercia there are differing FTE rates between the four Local Authority areas, with the highest being 641 and the lowest 386. Some initial analysis undertaken in 2014 demonstrated that the highest rate was in part, a result of higher detection rates and a lower proportional use of the informal disposal of Community Resolution. Further analysis is required to ascertain the reasons behind the rise in the FTE rate experienced during 2015

I haven't offended again since being with YOS. I have learnt about victim awareness and having to put yourself in someone else's shoes. (service user)

The first time entrant rate is to a great extent outside of the control of the WMYJS, however WMYJS, jointly with West Mercia Police are piloting a bureau approach to out of court decision making in Shropshire which aims to divert low level offenders from formal justice sanctions through the use of restorative processes.

(ii) Use of Custody



The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year old population. West Mercia has, historically, had a low rate of custodial sentences. A lower figure denotes good performance.

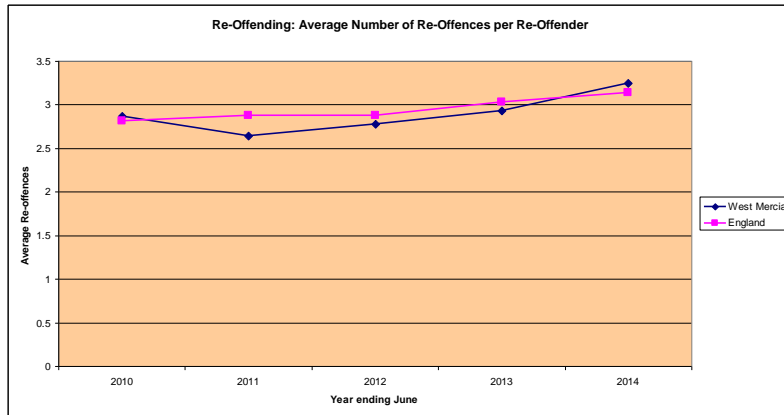
For 2015/16 the use of custody rate for West Mercia was 0.14 against the rate for England of 0.37, West Mercia performance is, therefore, significantly better than the national performance. The West Mercia rate for 15/16 has improved from 14/15 when it was 0.22.

Over the four year period of 2011/12 to 2015/16 the rate has reduced from 0.39 to 0.14, a reduction of -64% which compares favourably to the reduction of -55% for England over the same period

The actual fall in custodial sentences was from 46 in 2011/12 to 16 in 2015/16, a reduction of 65%.

(iii) Re-Offending

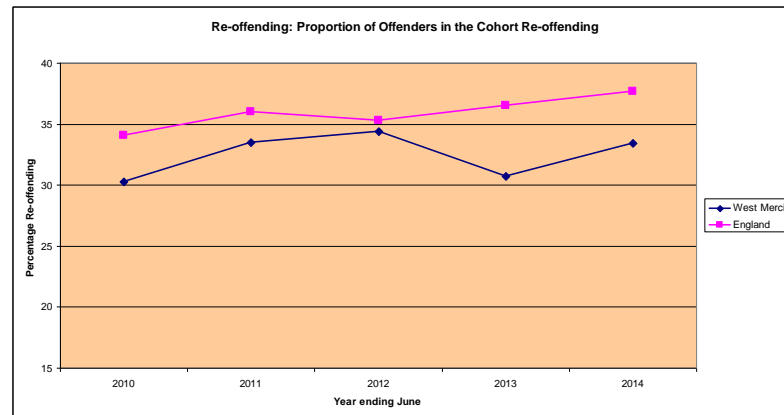
There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per re-offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the cohort identified in the year ending July 2013 to June 2014. In both measures a lower figure denotes good performance.



For the year ending June 2014 the frequency measure performance for West Mercia was 3.25, compared to national performance 3.14.

A comparison over the five year period of the years ending June 2010 and the year ending June 2014, shows a 13% increase in the rate from 2.87 to 3.25, over the same period the rate for England has risen by 12%.

The binary measure performance for the year ending June 2014 for West Mercia is 33.4% compared with national performance of 37.7%.



A comparison over the five year period for the year ending June 2010 to the year ending June 2014, show that this measure is volatile varying year on year in a range between 30% and 34%. The national rate also shows a year on year variation over the same period but within the range of 34% and 38%.

It should be noted that the cohort size is falling, from 1975 young people in the June 2010 cohort compared to 811 young people in the June 2014 cohort. The number of re-offences has also decreased over the same period from 1718 to 882 a decrease of -49%.

In 2015/16 the YOS implemented a re-offending tracker tool, which provides re-offending information in real time allowing for review of the interventions at the earliest point where re-offending occurs. Early

information from the tracker tool has identified that only a small proportion of young people re-offend leading to a further conviction whilst subject to a YOS intervention, between September and December 2015 only 3.6% of young people subject to YOS interventions were reconvicted of a further offence.

3. RESOURCES AND STRUCTURE

3.1 Income

The Youth Offending Service has a complex budget structure comprising of partner agency cash, seconded staff and in kind contributions and the Youth Justice (YOT) Grant from the Youth Justice Board for England and Wales. The table below outlines the agreed contributions for 2016/17.

I felt treated as a person and not a criminal (service user)

Agency	Staffing costs Secondees (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Local Authorities ¹			1,228,499	1,228,499
Police Service	237,892		63,000	300,892
National Probation Service	126,066		115,066	241,132
Health Service	129,860		51,894	181,754
Police and Crime Commissioner			180,293	180,293
YJB Youth Justice (YOT) Grant			1,140,721	1,140,721
Total	493,818		2,779,473	3,273,291

In addition to the YJB Youth Justice Grant outlined in the table there is a further grant for the running of the Junior Attendance Centres of £50,318.

¹ Where YOTs cover more than one local authority area YJB Youth Justice Plan guidance requires the totality of local authority contributions to be described as a single figure.

3.2 The YJB Youth Justice (YOT) Grant

The YJB Youth Justice (YOT) Grant is provided for the provision of youth justice services with an aim of achieving the following outcomes; reducing re-offending, reducing first time entrants, reducing the use of custody, effective public protection and effective safeguarding. The grant will form part of the overall pooled partnership budget for WMYOS, which is used to deliver and support youth justice services across West Mercia. The outline draft budget for 2016/17 is provided below, the expenditure against the Youth Justice Grant is included in this budget.

I've also done work around my victim and have met him face to face this made me feel like I could get my own apology across and I faced up to my actions (service user)

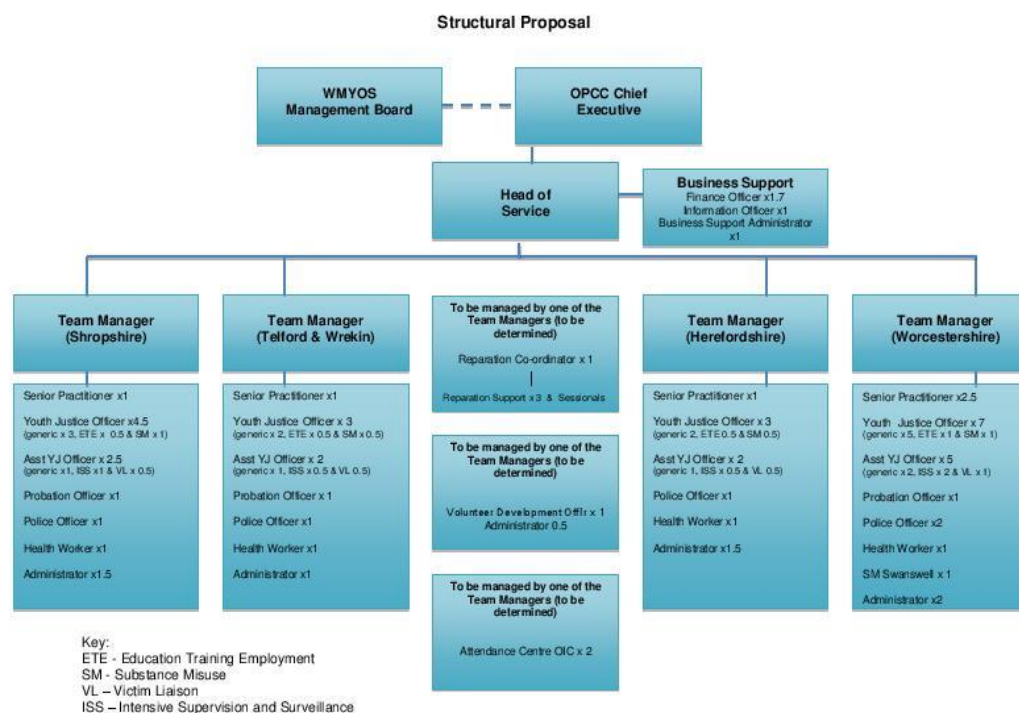
This draft budget has been profiled on the service structure at 31st March 2016, and will be re-profiled mid year to take account of service re-structure.

Category	Budget (£)
Salary and Wages	2,410,276
Travel and Expenses	122,880
Training and Development	23,680
Accommodation	197,356
Voluntary Associations	0
Commissioning	82,730
ICT	86,530
Other	35,150

West Mercia YJS is due to implement AssetPlus, the new national assessment tool for YOTs in June 2016, this will also coincide with the implementation of the ChildView information system. It has been agreed that the implementation costs of these two systems are to be met from reserves.

3.3 WMYJS Structure and Staffing

The West Mercia Youth Offending Service currently comprises five multi-agency service delivery teams, aligned to the Local Authority areas (two teams in Worcestershire) to deliver the majority of services supported by a central services team. In the first six months of 2016/17 a revised structure is being implemented which will comprise four area teams aligned to the Local Authority areas. A structural diagram of the new structure is given below.



1

The YOS is compliant with the minimum staffing requirements outlined in the Crime and Disorder Act 1998, as can be seen from the structural diagram above. There are four HCPC registered Social Workers within the staffing group.

3.4 Staff and Volunteers by agency, gender and ethnicity

The tables below show staff and volunteers by agency, gender and ethnicity. This data is at 31st March 2016.

My attitude has improved towards my dad, I have calmed down a little bit. (service user)

PAID STAFF BY AGENCY							
Agency	Local Authorities	National Probation Service	Police	NHS Trusts	Voluntary Sector	Agency	Total
No of Staff	69	1	5	1	4	2	82

PAID STAFF BY GENDER AND ETHNICITY						
GENDER		ETHNICITY				
Male	Female	White	Mixed/Multiple Ethnic Groups	Asian/Asian British	Black/African/Caribbean/Black British	Other Ethnic Group
28	54	78		3	1	

VOLUNTEERS BY GENDER AND ETHNICITY						
GENDER		ETHNICITY				
Male	Female	White	Mixed/Multiple Ethnic Groups	Asian/Asian British	Black/African/Caribbean/Black British	Other Ethnic Group
37	57	89	2	2	1	

3.5 Staff and Volunteers Trained in Restorative Justice

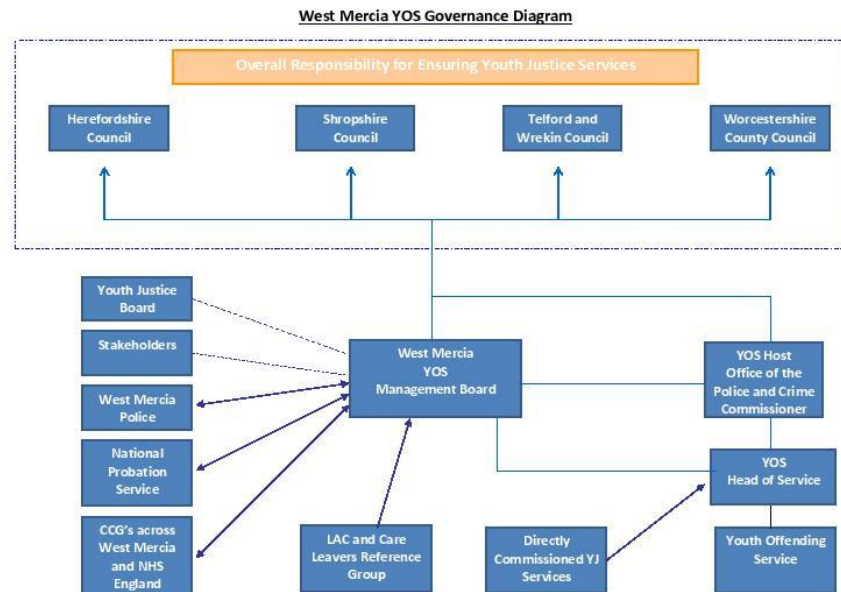
At 31st March 2016 there are 63 staff and 32 panel members trained in Restorative Justice (RJ) conferencing, 8 staff are trained in managing complex cases and 5 managers have training in RJ supervision and management. There are 4 members of staff who are trainers in RJ, and 18 staff have received specific training in victim liaison and contact.

4. GOVERNANCE AND PARTNERSHIPS

4.1 Governance

WMYJS is managed on behalf of the Local Authorities and the WMYJS partnership by the Office for the Police and Crime Commissioner West Mercia (OPCC). Day to day management of the Head of Service is provided by jointly the Chief Executive of the OPCC and the Chair of the Management Board (DCS Shropshire). The Youth Offending Service is accountable to the WMYJS Management Board and the Management Board is accountable to each of the Local Authorities for the commissioning and delivery of youth justice services.

The partnership Youth Justice Plan is approved by the Management Board and approved by each of the four top tier Councils. The diagram below outlines the governance arrangements of West Mercia Youth Justice Service.



The Youth Justice Service Management Board is currently chaired by the Director of Children Services for Shropshire Council. The Membership of the Board at 1st April 2016 is outlined in the table below:

I can now express my feelings better, make better decisions. I'm going to college. (service user)

Agency	Representative	Role
Worcestershire County Council	Simon White	Director of Children Services
Shropshire Council	Karen Bradshaw	Director of Children Services
Telford and Wrekin Council	Clive Jones	Director of Children, Family and Adult Services
Herefordshire Council	Jo Davidson	Director of Childrens Wellbeing
National Probation Service	Tom Currie	Head of West Mercia
West Mercia Police	Amanda Blakeman	Assistant Chief Constable
West Mercia Clinical Commissioning Groups	Vacant at 1 st April 2016	
Office for the West Mercia Police and Crime Commissioner	Andy Champness	Chief Executive

The Board has adopted the following purpose and underlying principles:

Purpose

- To focus collaborative multi-agency effort on work to improve outcomes for Young Offenders by offering an exemplary service, with timely interventions and strong links and partnership across all local services including Children's Services, criminal justice and community safety sectors.
- To set strategic direction for the Youth Offending Service across West Mercia and agree and review local youth justice planning
- To provide support and challenge to the West Mercia YJS on operational performance.

Underpinning Principles

- To demonstrate effective leadership, support and challenge to the West Mercia YJS.
- To ensure that WMYJS is compliant with relevant national standards, including Youth Justice Board and local arrangements, and deals with exceptions/risks appropriately
- To ensure available resources are used efficiently to run an effective service.
- To ensure that Local Authorities jointly and singly manage the arrangements with the host agency.
- To provide the necessary governance to effectively steer the delivery of the service

The Management Board meets every two months and monitors the performance and quality of the service through regular reporting. Where necessary the Management Board will monitor compliance with the YJB Grant conditions through exception reports. There is an agreed process of reporting community safeguarding and public protection incident reviews into the Management Board and the Board monitors the progress of critical learning review action plans as a standard agenda item

I have learnt new skills, such as painting, cutting trees etc whilst out with my reparation worker (service user)

The Management Board ensures that, where relevant, commissioning across partner agencies take account of the needs of young people in or at risk of entering the youth justice system, and where appropriate explore joint commissioning arrangements.

4.2 Priorities for 2016/17

The Management Board agreed four main priorities for 2015/16 and has decided to continue these for 2016/17

1. Improving Performance and Developing Practice
2. Understanding our Young People
3. Improved Joint Working and Integration
4. Governance and Communication

1. Improving Performance and Developing Practice

As a response to various service audits and the SQS inspection of the service published in May 2015 the service implemented a new quality assurance and performance framework during 2015/16, resulting in an increase in compliance against locally defined standards that were applied to the assessment and planning process. In 2016/17 WMYJS will be implementing both a new information system, ChildView and the new national assessment framework, AssetPlus. These developments will require the implementation of a revised quality assurance and performance framework during 16/17. The Worcestershire and Herefordshire Junior Attendance Centre was re-opened in 2015/16, further work is required in 2016/17 to identify a permanent officer in charge and develop the curriculum of both centres in West Mercia. At the end of 2015/16 WMYJS implemented a pilot bureau approach to out of court disposal decision making. This pilot is due to end in Q2 2016/17, when it will be evaluated and potentially rolled out across West Mercia. Following the implementation of the new assessment process the service will need to review the current risk management processes.

2. Understanding our Young People

As noted in the performance section of this plan there was a rise in the first time entrant rate in West Mercia in 2015 and this is contrary to the national trend. Work will be undertaken to try and understand the reasons behind this. Previous work to identify drivers behind the differing rates across West Mercia identified detection rates and out of court disposal decision making to be significant factors, so this will inform the start point for further analysis. A service participation group was established in 2015/16, leading on service user engagement. The group revised the service user feedback process, and implemented a comments, compliments and complaints scheme. The work needs to be built on during 2016/17, to ensure that positive use is made of the feedback and ensure the voice of service users is heard by WMYJS management board. A needs assessment developed in 15/16 will be built on to inform service planning for 2017/18.

3. Improved Joint Working and Integration

Promoting greater integrated and joint working between WMYJS and other services remains a key priority. The LAC group will be revitalised in order to continue to look at joint issues between Children's Social Care and WMYJS in relation to children in care. WMYJS will take a lead in agreeing a multi-agency protocol to reduce the need to criminalise looked after children. A revised case transfer protocol between the YOS and the providers of probation services will be developed taking account the thematic inspection on transitions published by HMI Probation during 15/16 and to ensure that the approach to transition is informed by the T2A principles, and work the young person following transition builds on the work undertaken by WMYJS. During 15/16 a decision making forum for looked after children was piloted by West Mercia Police in Shropshire, supported by and involving the WMYJS. WMYJS will continue to support this initiative as it is rolled out across the Police strategic alliance area.

Case Study – Restorative Justice Conference

Restorative justice involves the bringing together of the victim and the offender in order to repair the harm that has been caused. WMYOS has trained its entire front line staff in the use of restorative justice techniques, in order that this can be used wherever possible.



The most benefit can often be gained from a restorative justice conference. These are only held if the victim wants this form of intervention to happen. It is a right under the victim charter for these to be available in all areas of the country from youth justice services.

Following preparation of both the victim and offender, then a meeting is held that enables the victim to explain how they have been affected by the offenders actions. Many victims find this to be helpful in many ways.

17 year old Robert was involved in the robbery of a mobile phone, in Cambridge, where Robert was living at the time of the offence. The victim was a Japanese national who was working with one of the university colleges to assist them with biology studies.

Robert went to court and received a court order for 12 months. From the beginning of the WMYJS involvement Robert was willing to engage with the victim for restorative justice purposes.

During the time period between court and the restorative justice conference taking place, Robert had his own mobile phone stolen. This increased his understanding of how his victim could be feeling.

The restorative justice conference took place in a mutually agreed venue in Cambridge. The conference was far reaching for both the victim and Robert. The victim explained the effect of the robbery, losing his contacts, impacting on his relationship and hindering his work. He was frightened by the robbery, not going out on his own.

The conference was a success with the victim able to understand that he was not deliberately targeted, that is was not a racial attack and was not going to be repeated. He has been able to go out on his own since.

For Robert the lasting outcome has been that this appears to have made Robert stop and think about the impact of his behaviour on others when he is able to identify an obvious victim.

4. Governance and Communication

During 2015/16 the Management Board completed the service review and agreed to transfer the service to the Office of the West Mercia Police and Crime Commissioner with effect from 1st April 2016. Due to the financial pressures faced by the service a review of the service structure has commenced with the aim of the Management Board agreeing a new service structure in the first quarter of 2016/17 with implementation to take place during the first half of 16/17.

4.3 Safeguarding

Safeguarding remains a key area of focus for the service. WMYJS has a key role in safeguarding young people, in terms of assessing and reducing the risk of harm to the young people either from their own behaviour or the actions of others and reducing the risk of harm they may pose to others.

There are specific actions under each of the four main priorities which address safeguarding within service delivery, these include the AssetPlus implementation, review of the risk management processes and the work to reduce the need to criminalise looked after children. WMYJS will continue to undertake critical learning reviews when safeguarding or public protection incidents occur, and apply any learning to future service delivery. The YJS is reviewing safeguarding policy and developing more of a focus on domestic abuse, and peer domestic abuse.

4.4 Partnerships

The Youth Justice Service only has one outsourced service, the provision of Appropriate Adults for young people in Police custody. The service is provided by a local voluntary sector organisation YSS.

WMYJS is a member of the four Safeguarding Children Boards and several of the board's sub groups and the Children's Trusts or equivalent partnerships. The YOS is represented on the Crime and Disorder reduction partnerships at the unitary or top tier authority level. The YOS is an active member of the West Mercia Criminal Justice Board and the MAPPA Senior Management Board.

WMYJS is represented on the strategic planning groups of Troubled Families programmes across three areas and has been contributing to all four programmes mostly the exchange of data and information, and directly contributing to delivery where relevant.

WMYJS is represented on the Channel Panels across West Mercia established as part of the Prevent strategy. YOS staff have undertaken WRAP training in most areas. Further work is required to ensure that the YOS is able to respond in delivering appropriate programmes of intervention to young people who are at risk of extremism.

The National Police Chiefs Council (NPCC) has a children and young peoples strategy which has four priority areas; Children in Care, Detention, Custody and Criminalisation, Stop and Search and Engagement. Locally Warwickshire and West Mercia Police have established a Children and Young Peoples Board to take forward a local plan based on the national priorities above, and WMYJS are participants within this. A joint protocol regarding the PACE transfer of young people charged and denied police bail between the Police, WMYJS and Local Authorities has been agreed. WMYJS is currently leading the work on developing a multi-agency protocol to reduce the criminalisation of children in care.

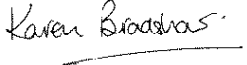

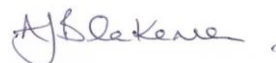
5. RISKS TO FUTURE DELIVERY – THE ANNUAL ACTION PLAN

Risk to Future Delivery	Action	Key Priority	Owner	Timescale (by end of quarter)
Priority 1 – Improving Performance and Developing Practice				
Intervention plans not sufficiently addressing assessed risks leading to increased risk of re-offending, increased risks of harm to others or increased risks of harm to self.	Staff Training – AssetPlus and ChildView	1	AP Lead and ICT Lead	Q1
	Implementation of AssetPlus assessment framework	1	AP Lead	Q1
YOIS does not support the new assessment framework	Upgrade Client/Management Information system to ChildView	1	ICT Lead	Q1
JACs not meeting the national specifications	Further development of the JAC programme	1	AC Lead	Q3
QA and Performance Framework not designed to support new APIS framework	Revised QA process and tools to be developed	1	QA Lead	Q3
Inconsistent risk planning processes/ current processes may not support new APIS framework.	Review of the service's management of risk processes	1	QA Lead	Q3
Out of court decision making inconsistent across West Mercia leading to differential FTE rates	Evaluate the Shropshire Bureau pilot – service wide implementation plan if successful	1	HoS	Q3
	Put in place revised OoCD joint decision protocol with West Mercia Police	1	HoS	Q4
Priority 2 – Understanding Our Young People				
Insufficient understanding of reasons for the increasing rate of FTEs	Analysis of the drivers behind rising rate of FTEs	2	Performance Lead	Q3
	Devise and implement a FTE tracking tool	2	Performance Lead	Q3
Service development not informed by user feedback	Bulid on service user feedback framework implemented in 2015/16	2	Participation Lead	Q3
	Service user views to be built into Management Board performance reporting framework	2	Participation Lead	Q2

Risk to Future Delivery	Action	Key Priority	Owner	Timescale (by end of quarter)
Future planning not informed by relevant data and information	Further development of the annual assessment	2	Performance Lead	Q4
Priority 3 – Improved Joint Working and Integration				
Disproportionate criminalisation of LAC affecting FTE and re-offending rates	Agreement of multi-agency protocol to reduce criminalisation of LAC	3	HOS	Q3
	YOS to support roll out of the LAC decision making forums	3	AMs	Q3
	Re-establish YOS LAC reference group	3	HOS	Q2
Unplanned transition between youth and adult services leading to increased risks of re-offending	Revise the YOS/Probation transfer protocol to ensure it complies with recommendations of the HMI Probation thematic inspections	3	HOS	Q2
	Implement the use of the Y2A portal for case transfer	3	ICT Lead	Q3
Lack of joint working with other agencies and services leading fragmented planning and case management	YOS to develop better and more co-ordinated planning with Children's Social Care at a local level	3	AMs	Q2 – Q4 (on going)
	Review and where necessary revise working protocols with Children's Social Care and CAMHS	3	HOS	Q4
Priority 4 – Governance and Communication				
Cost of current structure exceeds service income, does not make best use of resources and provide flexibility of use of resources across the service	Agree a revised service structure	4	MB	Q1
	Implementation of new structure	4	HOS/OPCC	Q2 – Q3
Leadership team unable to change culture of service and implement successfully new ways of working	Leadership team development and management of change training programme	4	HOS	Q3
Leases coming to an end	Development of an accommodation strategy for the YOS	4	OPCC	Q3
A disconnect between the management board and management team	Joint management board and management team workshop when new structure in place	4	CMB/ HOS	Q3
New structure not recognised as a new approach to service delivery.	Service to be rebranded and a Youth Justice Service.	4	HOS	Q3

6 MANAGEMENT BOARD APPROVAL

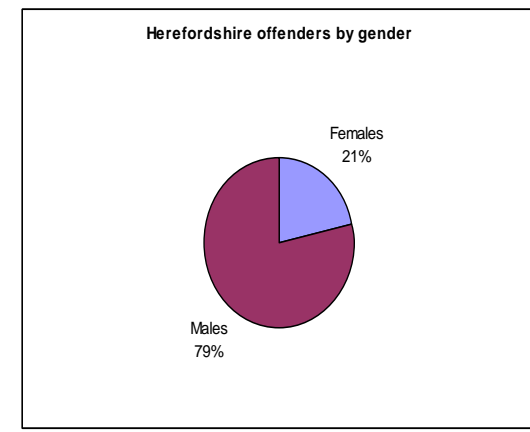
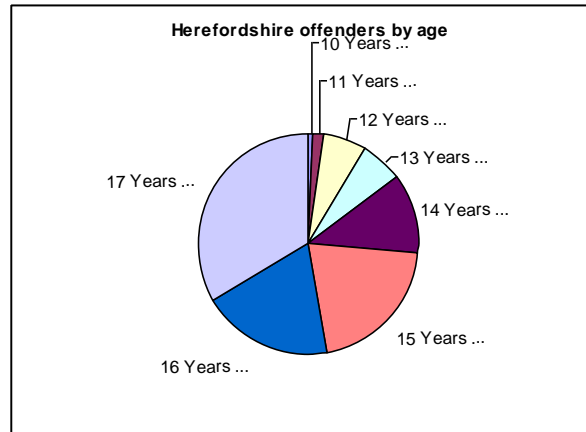
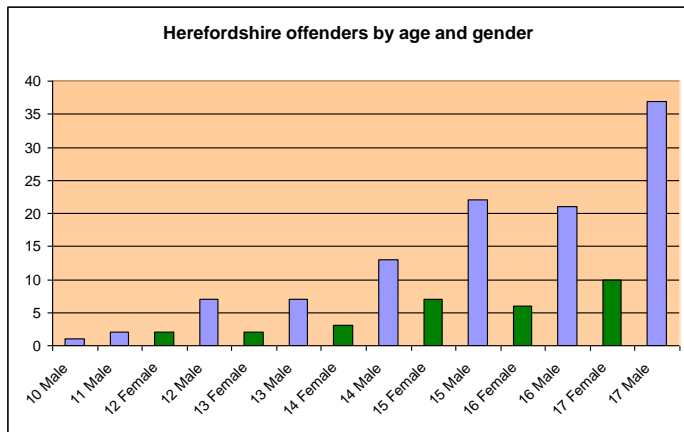
The plan was agreed at the Management Board meeting held on 18th August 2016.

Agency	Agency	Signature
Catherine Driscoll	Worcestershire County Council	
Karen Bradshaw	Shropshire Council	
Clive Jones	Telford and Wrekin Council	
Jo Davidson	Herefordshire Council	
Tom Currie	National Probation Service	
Amanda Blakeman	West Mercia Police	
Andy Champness	Office of the West Mercia Police and Crime Commissioner	

APPENDIX 1 - AREA PROFILE – HEREFORDSHIRE

Youth Offending Population – all Young People

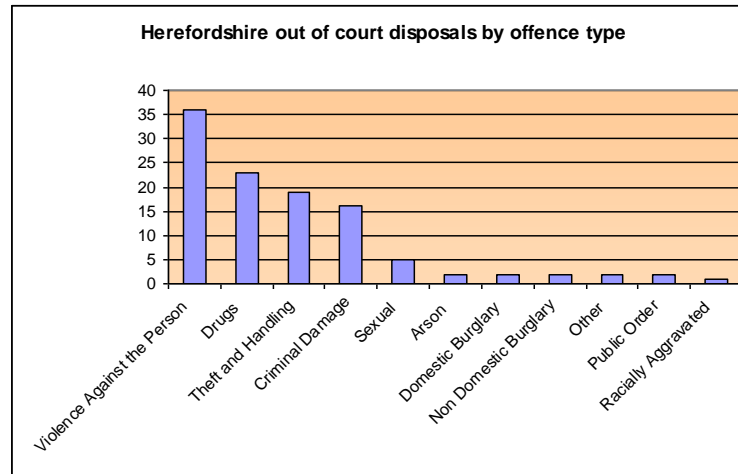
There are 16,261 young people aged 10 to 17 in Herefordshire. In 2015/16 there were 176 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Herefordshire young people. A total of 140 individual young people accounted for these 176 outcomes, 0.86% of the youth population.



Of the 140 young people entering or in the youth justice system in 2015/16, 79% were male. The majority, 73%, were aged 15 to 17 years. The peak age of offending for both young males and young females was 17 years.

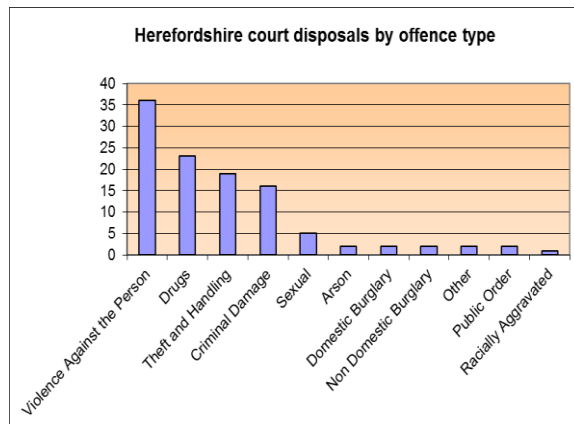
Youth Offending Population – Young People Subject to Out of Court Disposals

During 2016/17 there were a total of 110 pre-court disposals made on 102 Herefordshire young people, 107 of these were Youth Cautions and 2 Youth Conditional Cautions. The YOS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2014/15 intervention programmes were provided for 9 pre-court disposals.



The most frequently occurring primary offences for out of court disposals were violence against the person, 28% drug offences, 24% followed by theft and handling, 16% and criminal damage, 10%.

Youth Offending Population – Young People Subject to Court Outcomes



In 2015/16 a total of 50 Herefordshire young people accounted for 66 court outcomes. Orders requiring YOS interventions (Referral Orders, YROs and Custodial sentences) accounted for 35 of the 66 court outcomes.

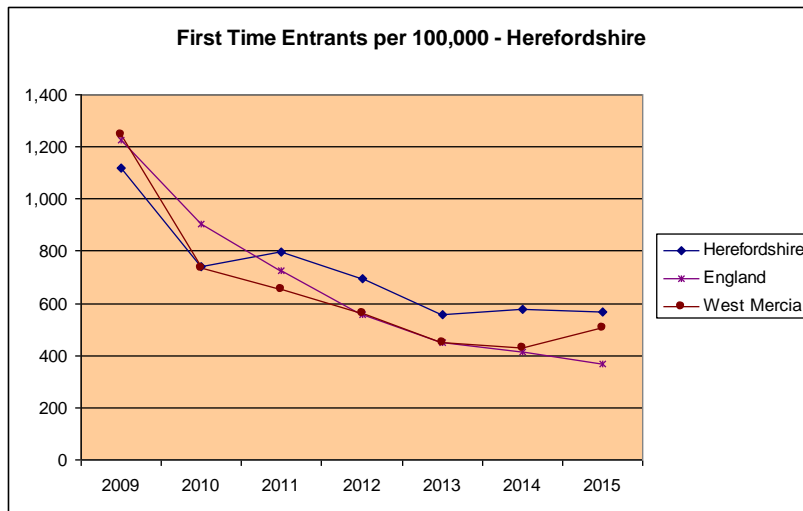
The majority, 93% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for 50% of young people receiving a court sentence.

The most frequently occurring primary offence for court sentences was violence against the person, accounting for 33% of all offences. Drug offences were the next frequently occurring offence, 21%, followed by theft and handling, 17% and criminal damage 15%. These four categories of offences accounted for 86% of all offences charged to court.

Performance Against the National Indicators

(i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate.



In 2015 there were 566 first time entrants per 100,000 youth population in Herefordshire, representing a reduction of -49% since 2009. This compares with a reduction for England of -69% and for West Mercia of -67% over the same period. The actual number of first time entrants in the 2015 is 92, compared to 217 in 2009 and 95 in 2014. The rate of 566 in 2015 is an improvement in performance on 2014 when the rate was 578. All other areas in West Mercia experienced an increase in the rate in 2015 compared with 2014. The West Mercia rate increased from 431 to 506 between 2014 and 2015.

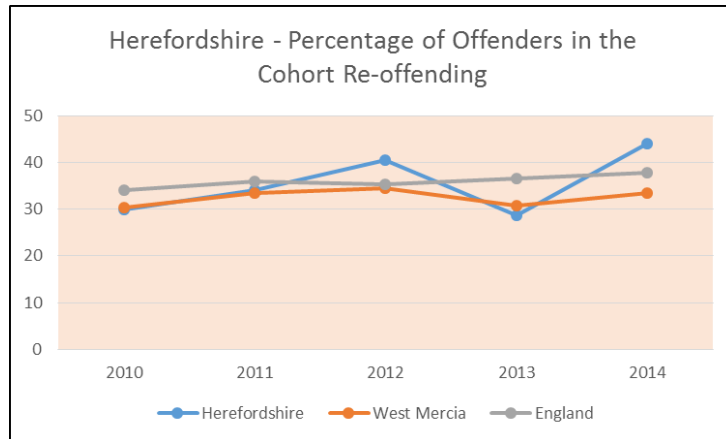
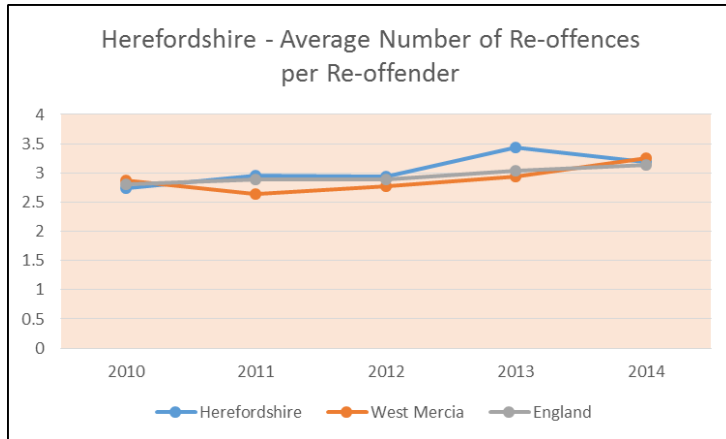
At 566 Herefordshire has the second highest rate of FTEs across West Mercia, the range in rates across the West Mercia authorities is 386 to 641. Some analysis into reasons for the high rate in Herefordshire was undertaken in 14/15, and it found that in part it is due to a higher detection rate and a lower proportional use of informal disposals.

(ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Herefordshire has, historically, had a low rate of custodial sentences.

There were 2 custodial sentences during 2015/16, equating to a rate of 0.12 custodial sentences per 1000 youth population this represents a reduction in custodial sentences from 2014/15 where there were 4 custodial sentences equating to a rate of 0.25. The 2015/16 rate of 0.12% compares to a West Mercia rate of 0.14 and a national rate of 0.37.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for the year ending June 2014 (July 2013 to June 2014).

The frequency measure performance for Herefordshire for the year ending June 2014 is 3.19, compared to the West Mercia performance of 3.25 and national performance of 3.14. Herefordshire is, therefore, performing slightly less well than for England but better than for West Mercia as a whole. The performance is an improvement from the year ending June 2013 when the frequency rate was 3.43.

For the year ending June 2014 the binary measure for Herefordshire is 44.1 compared with a West Mercia performance of 33.4% and a national performance of 37.7%. For the year ending June 2014, therefore, there were a greater proportion of the cohort re-offending than for West Mercia, but they were, on average, re-offending with less frequency. It should also be noted, that the overall cohort sizes are decreasing year on year. In the year June 2010 there were 323 offenders in the cohort and 266 re-offences compared to a cohort size of 143 with 201 re-offences in 2014. The number of actual re-offences has therefore decreased by -25% between 2010 and 2014.

In 2015/16 the YOS implemented a re-offending tracker tool, which provides re-offending information in real time allowing for review of the interventions at the earliest point where re-offending occurs.

Links to Other Plans

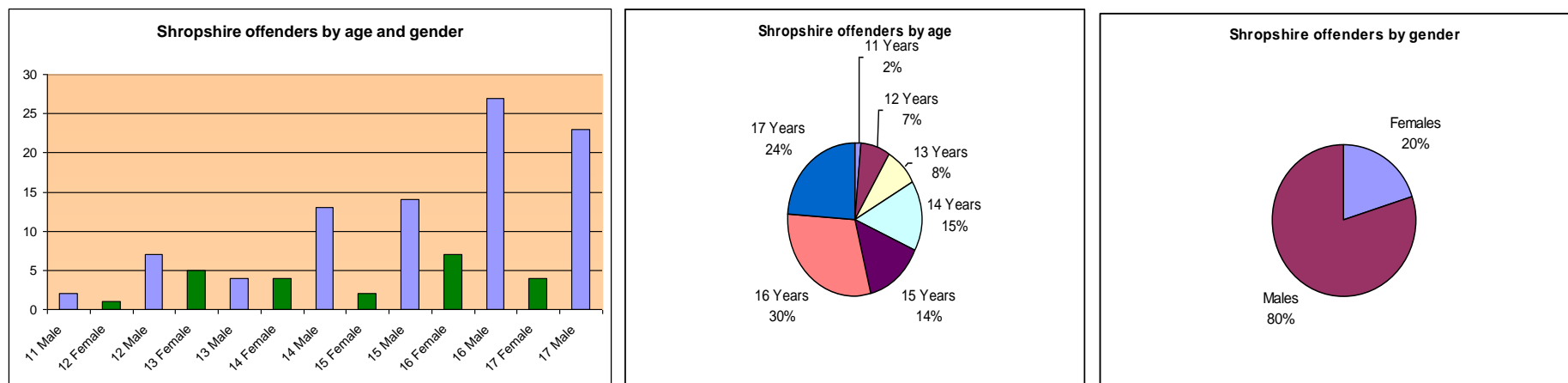
The Children, Young People's Plan 2015 - 2018 has a section on "Managing Challenges to Young Peoples Social Inclusion". Within this section the reduction of first time entrants to the youth justice system, reducing the rates of re-offending and repeat anti-social behaviour and ensuring the education, employment and training and accommodation needs of young offenders are addressed and met are priorities. Key planning priorities include developing the evidence base for effective intervention programmes to tackle crime and anti-social behaviour, ensuring capacity for accommodation for remands and PACE beds and developing pathways to meet the additional needs of young people who are in the youth justice system.

The Community Safety Strategic Plan for 2014 -2017, contains the priority to reduce offending and re-offending and bring offenders to account, under which success measures are reducing first time entrants to the youth justice system and re-offending by young people. Another priority in the plan is reducing the harm caused by alcohol and drugs, this has a particular link across as 40% of young people receiving YOS interventions have assessed substance misuse needs.

APPENDIX 2 - AREA PROFILE – SHROPSHIRE

Youth Offending Population – all Young People

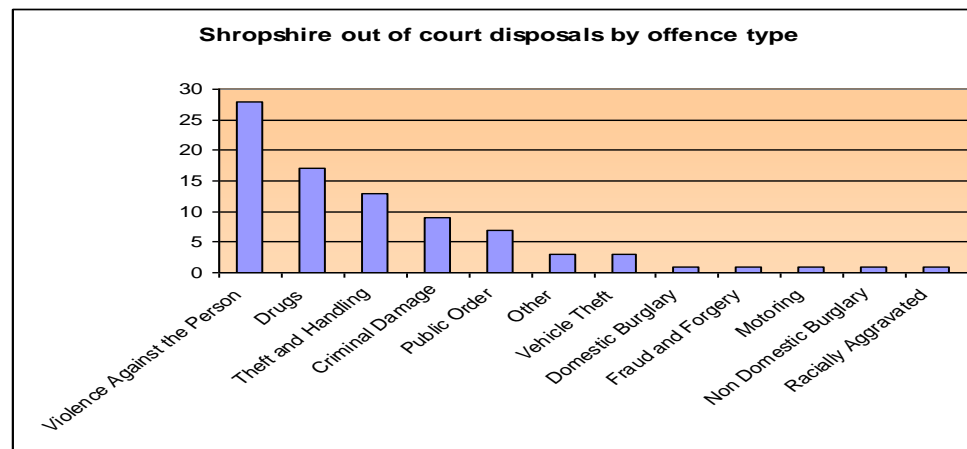
There are 28,008 young people aged 10 to 17 in Shropshire. In 2015/16 there were 140 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Shropshire young people. A total of 113 individual young people accounted for these 140 outcomes, 0.40% of the youth population.



Of the 113 young people entering or in the youth justice system in 2015/16, 90% were male. The majority, 69%, were aged 15 to 17 years. The peak age of offending for both young males and young females was 16 years.

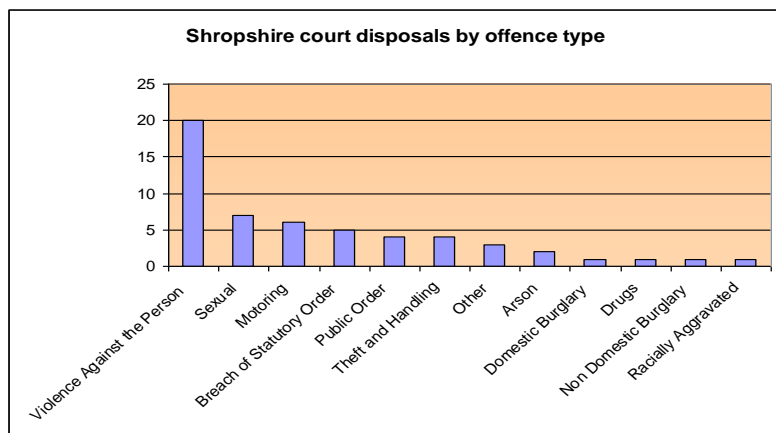
Youth Offending Population – Young People Subject to Out of Court Disposals

During 2015/16 there were a total of 85 pre-court disposals made on Shropshire young people, 79 of these were Youth Cautions and 6 Youth Conditional Cautions. The YOS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2015/16 intervention programmes were provided for 29 pre-court disposals.



The most frequently occurring primary offences for out of court disposals were violence against the person, 33%, followed by drug offences, 20%, theft and handling, 15%, and criminal damage 11%.

Youth Offending Population – Young People Subject to Court Outcomes



In 2015/16 a total of 43 Shropshire young people accounted for 55 court outcomes. Orders requiring YOS interventions (Referral Orders, YROs and Custodial sentences) accounted for 40 of the 55 court outcomes.

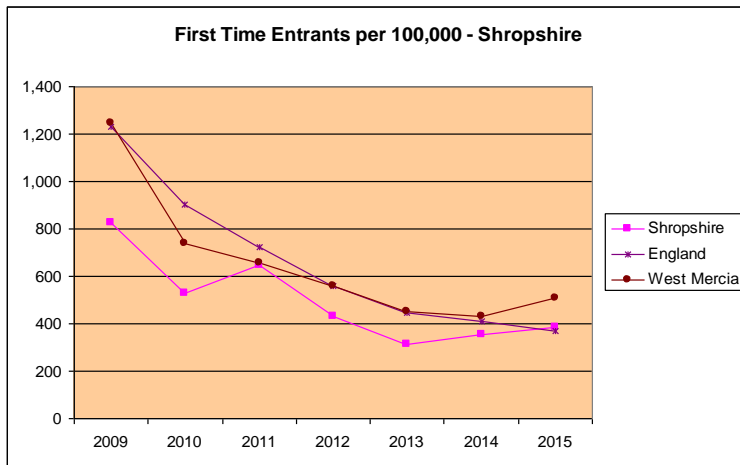
The majority, 78% of young people receiving court sentences were aged 15 to 17, with 16 year olds accounting for 38% of young people receiving a court sentence.

The most frequently occurring offence for court sentences was violence against the person, accounting for 36% of all outcomes. Sexual offences were the next frequently occurring offence, 13%, motoring offences 11%, and breach of a statutory order, 9%.

Performance Against National Indicators

(i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (a Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate



In the 2015 there were 386 first time entrants per 100,000 youth population in Shropshire, representing a reduction of -53% since 2009. This compares with a reduction for England of -69% and for West Mercia of -67% over the same period. The actual number of first time entrants in 2015 is 108, compared to 255 in 2009.

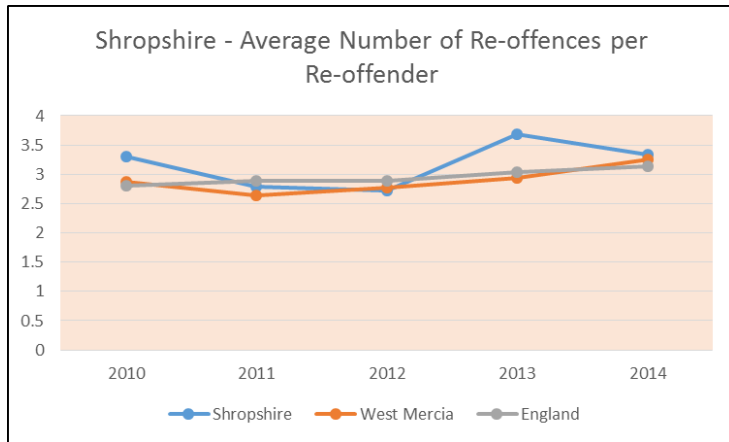
At 386 Shropshire has the lowest rate of FTEs across West Mercia, the next lowest rate being 510 and the highest 641. The Shropshire rate is slightly higher than the national rate, 369 but significantly lower than West Mercia, 506. Along with two other West Mercia authority areas Shropshire experienced a rise in the rate from 2014, from 352 to 386, a rise from 100 to 108 actual first time entrants. The YOS in partnership with the Police are piloting a bureau approach to out of court disposal decision making in Shropshire until September 2016.

(ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Shropshire has, historically, had a low rate of custodial sentences.

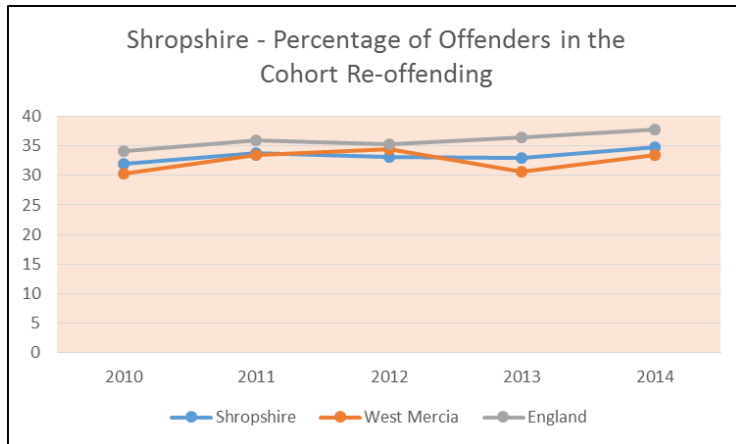
There were 3 custodial sentences during 2015/16, equating to a rate of 0.11 custodial sentences per 1000 youth population this represents an decrease in custodial sentences from 2014/15 where there were 6 custodial sentences equating to a rate of 0.21. The 2015/16 rate of 0.11% compares to a West Mercia rate of 0.14 and a national rate of 0.37.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for the year ending June 2014 (July 2013 to June 2014).

The frequency measure performance for Shropshire for the year ending June 2014 is 3.33, compared to the West Mercia performance of 3.25 and national performance of 3.14. Shropshire is, therefore, performing less well than for West Mercia but slightly better than for England.



For the year ending June 2014 the binary measure for Shropshire is 34.7% which is higher than the West Mercia performance of 33.4% but is significantly better than the national performance of 37.7%. It should also be noted, however, that the overall cohort sizes are decreasing year on year. In the year ending June 2010 there were 353 offenders in the cohort and 373 re-offences compared to a cohort size of 173 with 200 re-offences in 2014. The number of actual re-offences has therefore decreased by -46% between 2010 and 2014.

In 2015/16 the YOS implemented a re-offending tracker tool, which provides re-offending information in real time allowing for review of the interventions at the earliest point where re-offending occurs.

Links to Other Plans

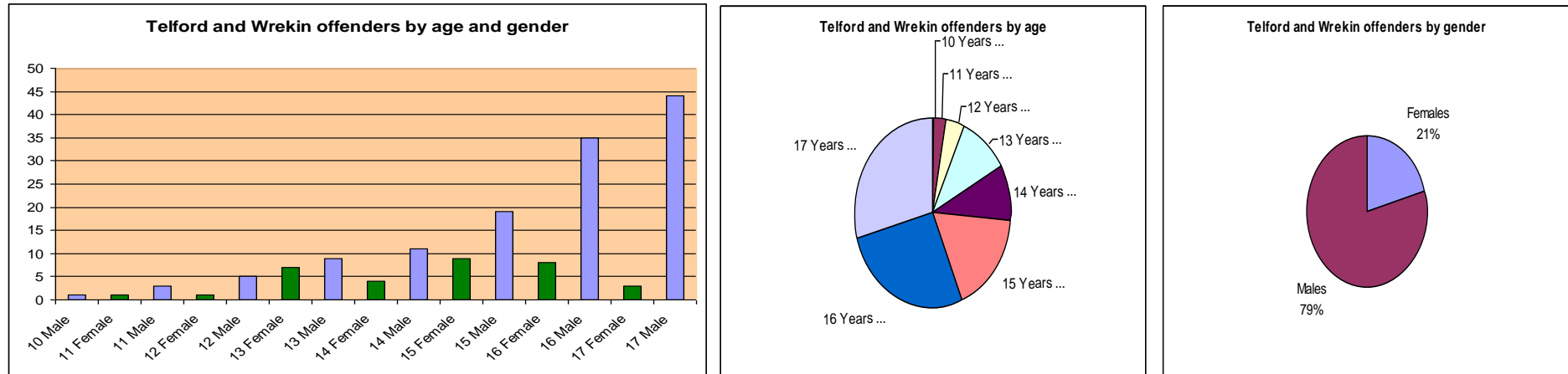
The Children, Young People and Families Plan 2014 has a key outcome area of ensuring the emotional wellbeing of young people by focusing on prevention and early intervention. Within this outcome area reducing the involvement of young people in the criminal justice system and addressing mental health and substance misuse issues are specifically referenced. Within the population of young people receiving YOS interventions in West Mercia 47% have mental health issues and 40% substance misuse issues. A key area of focus for the Children's Trust is transition planning and arrangements, and within this a key outcome is reducing the number of young people who are NEET. This will make a contribution to reducing the risks associated with offending behaviour as 38% of 16 and 17 year olds receiving YOS interventions are receiving less than 16 hours ETE.

There are direct links between the Youth Justice Plan and the priorities in Crime Reduction, Community Safety and Drug and Alcohol Strategy 2014 – 17. In particular priority one, reducing serious harm, and the sub priorities reducing offending and re-offending and alcohol and drug misuse. The YOS directly contributes to these two sub priorities in the direct work undertaken to reduce re-offending and in the delivery of substance misuse interventions to young people who are in the youth justice system, 40% of young people in the youth justice system have substance misuse issues. One of the key strands under reducing re-offending is increasing compliance, and the YOS is established a process of compliance reviewing during 2015/16

APPENDIX 3 - AREA PROFILE – TELFORD AND WREKIN

Youth Offending Population – all Young People

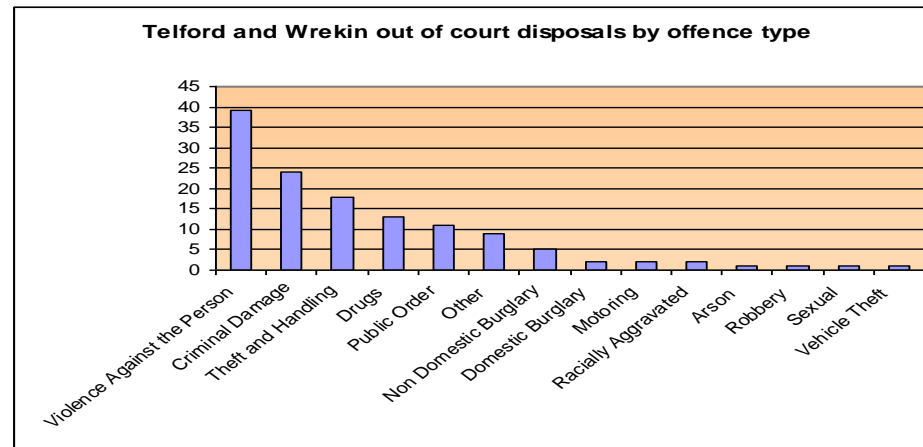
There are 16,532 young people aged 10 to 17 in Telford and Wrekin. In 2015/16 there were 201 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Telford and Wrekin young people. A total of 160 individual young people accounted for these 201 outcomes, 0.97% of the youth population.



Of the 160 young people entering or in the youth justice system in 2015/16, 79% were male. The majority, 74%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and young females 16 years.

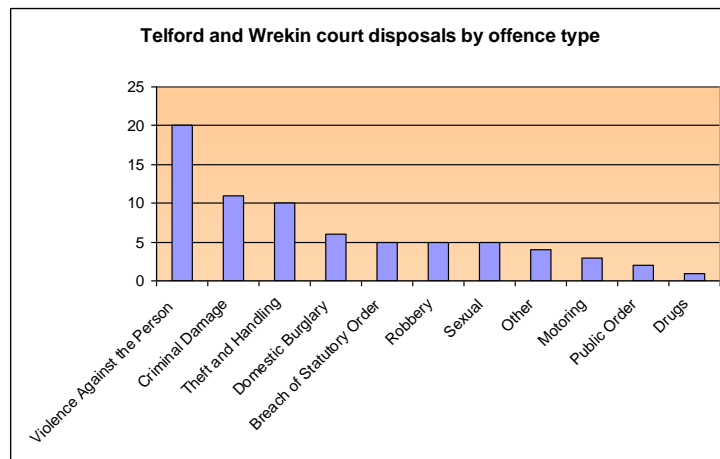
Youth Offending Population – Young People Subject to Out of Court Disposals

During 2015/16 there were a total of 129 pre-court disposals made on Telford and Wrekin young people, 127 of these were Youth Cautions and 2 Youth Conditional Cautions. The YOS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2015/16 intervention programmes were provided for 46 pre-court disposals.



The most frequently occurring primary offence for out of court disposals was violence against the person, 30%, followed by criminal damage, 19%, theft and handling, 14%, and drug related offences 10%.

Youth Offending Population – Young People Subject to Court Outcomes



In 2015/16 a total of 60 Telford and Wrekin young people accounted for 66 court outcomes. Orders requiring YOS interventions (Referral Orders, YROs and Custodial sentences) accounted for 56 of the 66 court outcomes.

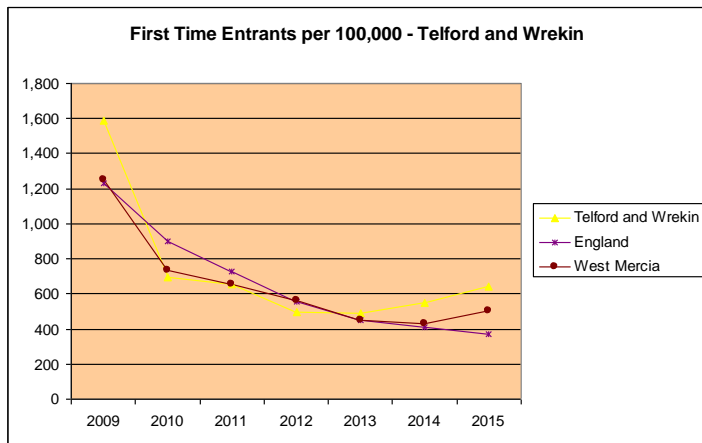
The majority, 83% of young people receiving court sentences were aged 15 to 17, with 16 and 17 year olds accounting for 64% of court outcomes.

The most frequently occurring offence for court sentences was violence against the person, accounting for 28% of all outcomes. Criminal damage was the next most frequently occurring offence, 15%, followed by theft and handling, 14% and burglary 8%. These four categories of offences accounted for 65% of all sentencing outcomes.

Performance Against National Indicators

(i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (a Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate.



In 2015 there were 641 first time entrants per 100,000 youth population in Telford and Wrekin, representing a reduction of -60% since 2009. This compares with a reduction for England of -69% and for West Mercia of -67% over the same period. The actual number of first time entrants in 2015 is 106, compared to 288 in 2009.

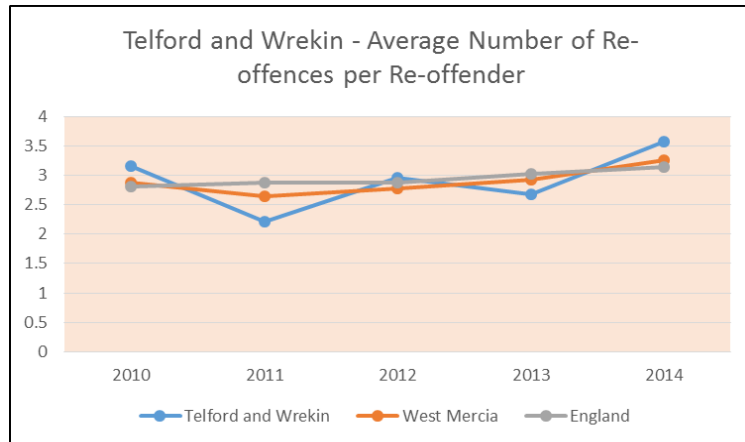
At 641 Telford and Wrekin has the second highest rate of FTEs across West Mercia, the range of rates across West Mercia being 389 to 610. Along with two other West Mercia authority areas, the rate in Telford and Wrekin increased between 2014 and 2015 from 550 to 641. Further analysis is required to establish the reason for the increased rates

(ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Telford and Wrekin has, historically, had a low rate of custodial sentences.

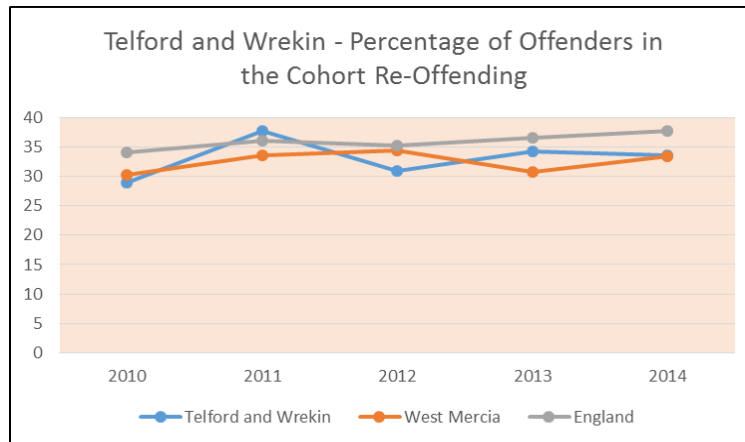
There was 1 custodial sentence during 2015/16, equating to a rate of 0.06 custodial sentences per 1000 youth population this represents an increase in custodial sentences from 2014/15 where there were 0 custodial sentences equating to a rate of 0.00. The 2015/16 rate of 0.06 compares to a West Mercia rate of 0.14 and a national rate of 0.37.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for the year ending June 2014 (July 2013 to June 2014).

The frequency measure performance for Telford and Wrekin for the year ending June 2014 is 3.57, compared to the West Mercia performance of 3.25 and national performance of 3.14.



For the year ending June 2014 the binary measure for Telford and Wrekin is 33.6% compared with a West Mercia performance of 33.4% and a national performance of 37.7%, Telford and Wrekin is therefore performing in line with West Mercia and better than England. The 2014 performance is slightly improved from 2013 where the performance was 34.2. It should be noted the overall cohort sizes are decreasing year on year. In the year ending June 2010 there were 370 offenders in the cohort and 337 re-offences compared to a cohort size of 140 with 168 re-offences in 2014. The number of actual re-offences have therefore decreased by -50% between 2010 and 2014.

In 2015/16 the YOS implemented a re-offending tracker tool, which provides re-offending information in real time allowing for review of the interventions at the earliest point where re-offending occurs.

Links to Other Plans

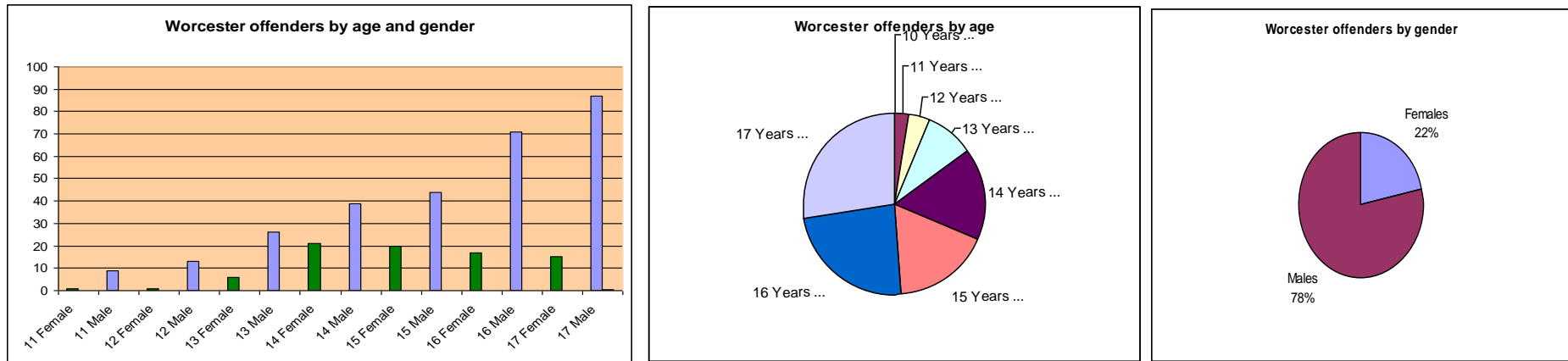
Two of the targeted areas for improved outcomes in the Children, Young People and Families Plan 2013 – 2016 that are relevant to this plan are Live Well and Work Well. Within Live Well reduced offending and re-offending is outcome measure. In Work Well the reduction of young people who are NEET is an outcome measure. NEET 16 to 18 year olds are over represented on the youth offending population with 41% of 16 and 17 year olds YOS clients in West Mercia receiving less than 16 hours ETE. There is an outcome measure to reduce the number of children in care entering the youth justice system for the first time and for those in the system reducing re-offending.

Two of the year three priorities in the Community Safety Plan 2013 -16 are; identify and tackle harm associated with all offending types and reduce the impact of anti-social behaviour has on people, places and communities. Under the first of these priorities is the reduction of offending and re-offending and tackling child sexual exploitation.

APPENDIX 4 - AREA PROFILE – WORCESTERSHIRE

Youth Offending Population – all Young People

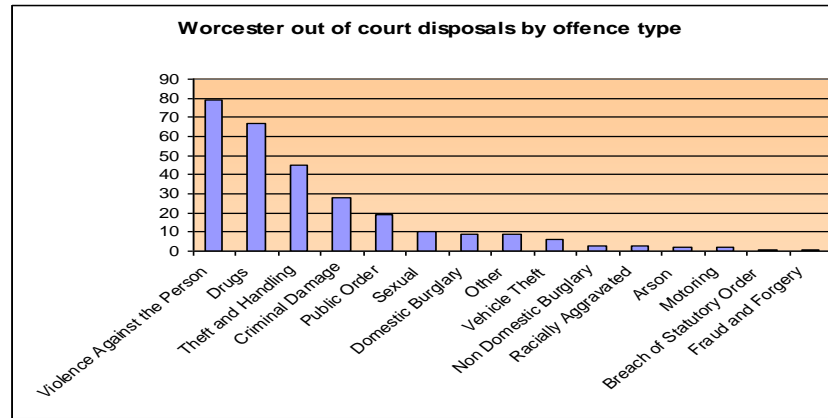
There are 50,980 young people aged 10 to 17 in Worcestershire. In 2015/16 there were 493 youth justice sanctions (youth cautions, youth conditional cautions or convictions) made on Worcestershire young people. A total of 370 individual young people accounted for these 493 outcomes, 0.73% of the youth population.



Of the 370 young people entering or in the youth justice system in 2015/16, 78% were male. The majority, 69%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and young females 16 years.

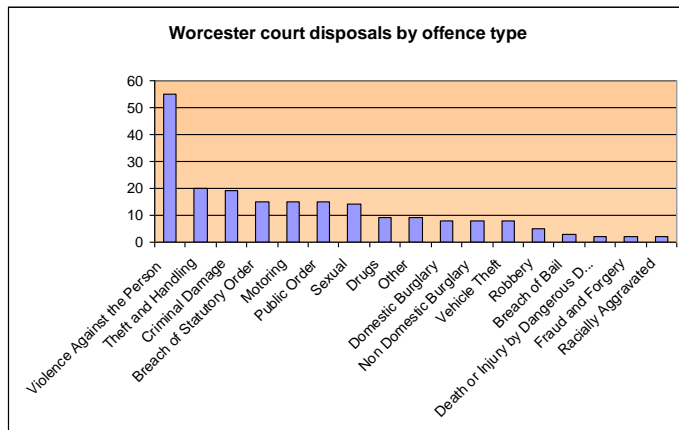
Youth Offending Population – Young People Subject to Out of Court Disposals

During 2015/16 there were a total of 284 pre-court disposals made on Worcestershire young people, 273 of these were Youth Cautions and 11 Youth Conditional Cautions. The YOS is required to assess all young people made subject to second or subsequent Youth Cautions and all Youth Conditional Cautions and if assessed appropriate provide a programme of intervention, in 2015/16 intervention programmes were provided for 70 pre-court disposals.



The most frequently occurring primary offence for out of court disposals were violence against the person, 28%, followed by drug related offences, 24%, theft and handling, 16% and criminal damage 10%.

Youth Offending Population – Young People Subject to Court Outcomes



In 2016/17 a total of 150 Worcestershire young people accounted for 209 court outcomes. Orders requiring YOS interventions (Referral Orders, YROs and Custodial sentences) accounted for 161 of the 209 court outcomes.

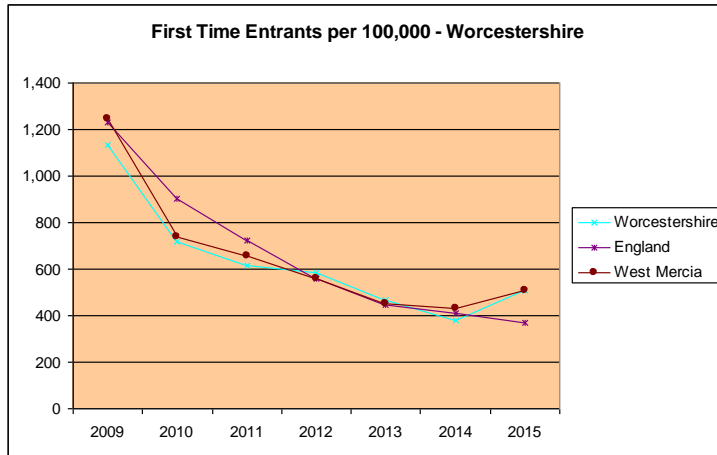
The majority, 84% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for 38% of young people receiving a court sentence.

The most frequently occurring primary offence for court sentences was violence against the person, accounting for 26% of all outcomes. Theft and handling was the next frequently occurring offence, 10%, followed by criminal damage, 9%.

Performance Against National Indicators

(i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (a Youth Caution, Conditional Caution or Conviction). Good performance is indicated by a lower rate.



In 2015 there were 510 first time entrants per 100,000 youth population in Worcestershire, representing a reduction of -55% since 2009. This compares with a reduction for England of -69% and for West Mercia of -67% over the same period. The actual number of first time entrants in 2015 is 260, compared to 639 in 2009.

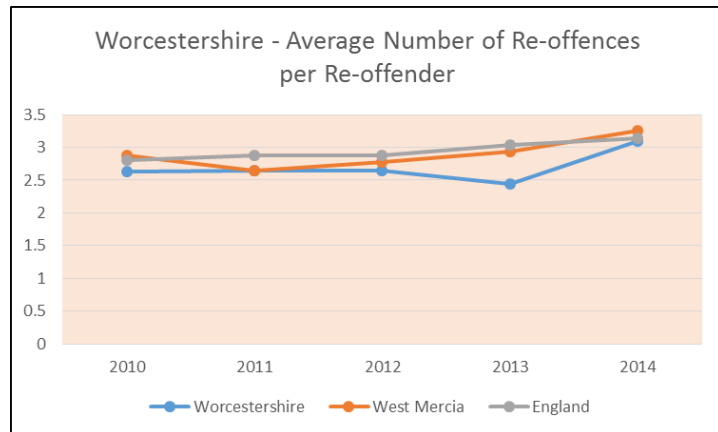
At 510 Worcestershire has the second lowest rate of FTEs across West Mercia, with the highest rate at 641 and lowest at 389. Along with two other West Mercia authority areas, the rate in Worcestershire has increased between 2014 and 2015 from 370 to 510. Further analysis is required to establish the reason for the increased rates

(ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population, a lower rate indicates better performance. Worcestershire has, historically, had a low rate of custodial sentences.

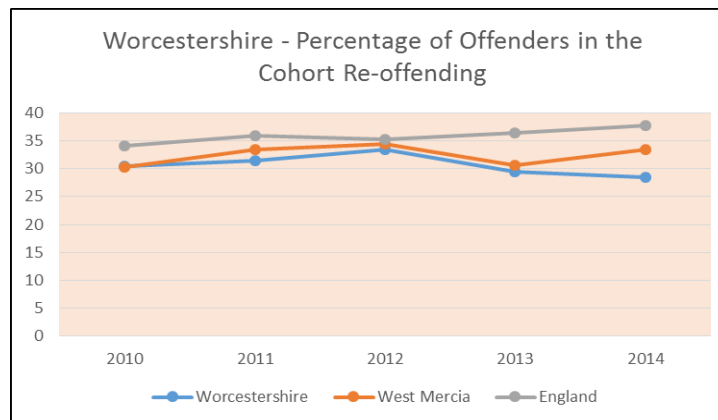
There were 10 custodial sentences during 2015/16, equating to a rate of 0.20 custodial sentences per 1000 youth population this represents a reduction in custodial sentences from 2014/15 where there were 11 custodial sentences equating to a rate of 0.22. The 2015/16 rate of 0.20% compares to the West Mercia rate of 0.14 and a national rate of 0.37.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender who re-offends in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. In both cases a lower rate denotes better performance. The most recent data for the re-offending measure is for the year ending June 2014 (July 2013 to June 2014).

The frequency measure performance for Worcestershire for the year ending June 2014 is 3.10, compared to the West Mercia performance of 3.25 and national performance of 3.14. Worcestershire has, therefore, slightly better performance than for West Mercia and England.



For the year ending June 2014 the binary measure for Worcestershire is 28.5% compared with a West Mercia performance of 33.4 and a national performance of 37.7%. This represents an improved performance from 2013 when it was 29.4%. It should also be noted that the overall cohort sizes are decreasing year on year. In the year ending June 2010 there were 929 offenders in the cohort and 742 re-offences compared to a cohort size of 355 with 313 re-offences in 2014. The number of actual re-offences has therefore decreased by -58% between 2010 and 2014.

In 2015/16 the YOS implemented a re-offending tracker tool, which provides re-offending information in real time allowing for review of the interventions at the earliest point where re-offending occurs.

Links to Other Plans

Worcestershire's Children and Young People's Plan 2014 – 17 has two linked priorities to the youth justice plan; children and young people have a healthy lifestyle and children and young people are helped at an early stage. In terms of the healthy lifestyle priority, key areas of focus are reducing the harm caused by drugs and alcohol and improving the emotional health including access to mental health support. Within the group of young people receiving YOS interventions in West Mercia, 33% have substance misuse issues and 40% mental and emotional health issues. Under the priority that children and young people are helped at an early stage the main focus is the early help strategy. It is through the early help strategy that those young people who are at risk of entering the youth justice system for the first time are targeted for intervention.

The Worcestershire Community Safety Board's Community Safety Agreement 2015 – 16 has three directly relevant strategic priorities; reducing re-offending, harm reduction which includes safeguarding and alcohol and drug misuse. The YOS will directly contribute to these priorities through work to reduce youth re-offending, ensuring that young people are protected from harm and in the direct delivery of substance misuse interventions to young people in the youth justice system.