

**WEST BERKSHIRE**



# **Youth Justice Plan 2024-2025**

## Youth Justice Plan

<b>Service</b>	West Berkshire Youth Justice Support Team
<b>Service Manager</b>	Dave Wraight
<b>Chair of YJS Board</b>	AnnMarie Dodds

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## Introduction

The Annual Youth Justice Plan serves as a roadmap, guiding the efforts of the partnership to support children, young people and their parents to maximise their life chances. As a partnership we have a strong track record of working collaboratively to address issues in our community and create opportunities for children and young people to thrive.

The Youth Justice Board has taken a child first approach to the youth justice system, embedding this approach in delivery of services across the nation. In light of the child first approach the Youth Offending Team in West Berkshire has engaged with children, young people, staff, volunteers and partners to consider how this should be applied. In light of that and following consultation the name of the team has been changed to the Youth Justice Support Team (YJST) as this reduces the stigma associated with the offender label whilst still retaining the focus on justice.

The partnership recognise that much of what we do can only be delivered with others, be that our statutory partners such as the Thames Valley Police, Health, Probation or other key organisations in the voluntary and education sectors. The Youth Justice Plan is designed to build on the partnerships we already have in place, to develop our joint arrangements further and to ensure that we target our shared efforts and resources into approaches that work and produce real, lasting outcomes for children and families in West Berkshire.

The Youth Justice Plan represents our unwavering commitment to transform the lives of children and young people. We recognise the children involved in the youth justice system tend to have experienced more challenges and trauma than many of their peers, we have included their profile in this plan and deliver our services in light of their needs. By prioritising prevention and diversion, relationship based practice, collaborative partnerships, we aim to see children and young people live crime free lives and thrive. This plan sets out the progress against the actions from the previous year, key performance indicators and sets out the plan for the coming year.

## Vision and strategy

The following sets out the strategic vision for West Berkshire YJST:

- To work with the wider council, Health and Wellbeing Board and Berkshire West Safeguarding Children Partnership to ensure risk factors associated with poor outcomes, including offending, are addressed at an early stage and to ensure services are in place to prevent reoffending.
- To prioritise the best interests of children and recognising their particular needs, capacities, rights and potential. Making sure that work is child-focused, trauma informed, developmentally aware, constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
- Addressing issues of disproportionality, ensuring children are treated fairly.

- Promote a childhood away from the justice system, using prevention, diversion intervention, minimising criminogenic stigma from contact with the formal criminal justice system.
- To work within the multi-agency partnership to ensure parents receive the support they need to manage relationships with their children, and confidently 'parent' their behaviour.
- Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.
- To work with the Building Communities Together Partnership, Courts, OPCC and the Local Criminal Justice Board, to ensure victims' needs are met, communities are protected, and confidence increases in the youth justice system.
- Promote children's individual strengths and capacities to develop their prosocial identity for sustainable desistance, leading to safer communities and fewer victims.

## Governance, leadership, and partnership arrangements



The YJ Management Board and Community Safety Partnership (CSP) form one Building Communities Together Partnership (BCT) chaired by the Chief Executive of the Local Authority. The grouping of these partnerships in such a way allows the group to take a strategic approach to crime and disorder issues. The partnership has representation from Health, Public Health and Wellbeing, Probation, Police, OPCC, Fire Service, Children and Family Services, Adult Services, a local Registered Social Landlord, Voluntary Sector and

council members amongst others. The Partnership agrees resource priorities including the YJST, agrees responses to relevant national and local policy development, and monitors performance by exception reporting. Since the YJST was formed, the BCT partnership has delegated the operational management to the YJ Management Group.

The YJ Management Group meets quarterly, chaired by the Director of Children's Services. All statutory partners are represented at a senior level, plus magistracy and Building Communities Together. The Terms of Reference of the YJ Management Group include overseeing the development and implementation of the Youth Justice Plan; considering resource and workload issues; receiving reports in relation to audits of effective practice; diversity and disproportionality; approving policies and protocols. The group also ensures that Public Protection and Safeguarding issues are addressed at each meeting.

The YJ Management Group takes responsibility for monitoring overall performance of the YJST with a Performance Management Report taken to each meeting. The YJ Management Group holds the YJST to account regarding the timely submission of data, compliance with secure estate placement information, completion of standards for children audits and oversight of Critical Learning Reviews following community safeguarding and public protection incidents. Where there are areas of under-performance further multi-agency action plans are developed and agreed by the YJ Management Group with implementation monitored. Any issues that require a strategic response are escalated to the BCT Partnership. During the last year the YJ Management Group received the following additional reports and presentations by team members:

- Serious Violence Briefing paper
- Inspection briefing and action plan
- Drugs diversion report
- YOT development day report
- Education – AQA awards success
- YJB - Oversight framework
- Bench marking report – Risk Need Responsivity
- Bench marking report – Exploring contextual safeguarding in YJS
- YOT name change consultation
- Audit – closing file emerging themes
- Child gravity matrix
- Key Performance Indicators
- Audit – APIS
- Annual feedback report
- Standard for Children self-assessment – Standard Two: Work in Courts
- Turnaround successes

Each of these reports and consequent recommendations are considered by the YJST Management Group, with the YJST Manager held to account for the delivery of the actions. This is also an opportunity for team members to receive direct feedback from the Management Group and strengthen the relationship between both.

Line management of the YJST sits with the Service Director of Children and Family Services, the YJST Manager is a member of the Service Manager Team within Children and Family Service, also being responsible for managing Supporting Families and co-chairing EMRAC operational meeting. This positioning, with governance through the Building Communities Together Partnership and line management within Children and Family Services enables the YJST to be strategically positioned in the most appropriate place - straddling welfare and justice. The Director of Children’s Services also sits on the overarching boards.

**West Berkshire Council Strategy 2023-2027 has five priorities: A Fairer West Berkshire with**

**opportunities for all** – vulnerable children and families supported at early stages to prevent the need for more critical or statutory services, solutions are identified to prevent homelessness, supported to access the mental health services that they need, good education attainment results. **Thriving communities with a strong local voice** – Encourage and support our local communities to take the lead in driving what is important to them, Help our residents lead fulfilled and active lives, Work with partners and the local communities to enhance our main towns and large villages, Help our villages to remain vibrant long term. These elements of the strategy are embedded in the Youth Justice Plan.



The YJST Partnership ensures that the prevention of children offending and re-offending are key to the Youth Justice Plan and are strongly linked to other planning frameworks including the Police and Crime Plan from the OPCC. As noted the YJ Management Group reports to the BCT Partnership and feeds into the development of the partnerships strategy. Progress against actions and performance targets is monitored, with exception reporting. The Operational Manager attends the Police partnership TTCG meetings, Knife Crime and Serious Violence and Mini MAPS meetings to respond to local crime and anti-social behaviour and address emerging problems.

The YJST Service Manager attends the Berkshire Local Criminal Justice Group, reporting to the Thames Valley Local Criminal Justice Board (LCJB). Thames Valley YJS Managers share the representation at the LCJB sub-groups and during the past year a stocktake of YJS Managers attending the sub-groups took place and it was felt children were overshadowed by adult issues so a creation of a LCJB Children’s Board took place. The YJST Service Manager has been active within this and chairs the Children’s Board and sits on the LCJB. There is still direct representation by the Reading YJS Manager representing the Thames Valley YJS Managers at the MAPPA Strategic Group (Multi-agency Public Protection Arrangements), Wokingham YJS Manager representing at the Disproportionality Gorup and West Berkshire YJS Service Manager at the Out of Court Disposal Scrutiny Panel.

Communication with the courts is through the Youth Court User Group with a Youth Panel magistrate a member of the YJST Management Group.

YJST Managers continue to contribute to key groups such as the Exploitation and Missing Risk Assessment Conference (EMRAC), Life Chances Team Meetings for Children in Care, and Young Persons Housing Panel. In addition, the YJST Manager is a member of the Children's Prevention and Early Help Partnership, Vulnerable children meeting, Supporting Families Operational Group and Child Exploitation Strategic Group.

The YJST Partnership has effectively ensured that the needs of children who offend are on the agenda across criminal justice and children's welfare partnerships and are therefore able to input into relevant planning processes.

In terms of staffing the YJST has the following:

- Service Manager
- Operational Manager
- Assistant Team Manager
- Two social work posts one at senior level
- Two YJST Officer posts
- Turnaround Worker
- Restorative Justice and Volunteer Coordinator
- Information Analyst 0.6 fte
- Probation Link Officer 0.7 fte
- Teacher 0.6 fte
- seconded Police officer
- CAMHS Health and Justice Physical Health Nurse 0.27 fte
- CAMHS Health and Justice Advanced Mental Health Professional 0.33 fte
- CAMHS Health and Justice Speech and Language Therapist 0.2 fte
- Apprentice Business Assistant
- Business Support Officer

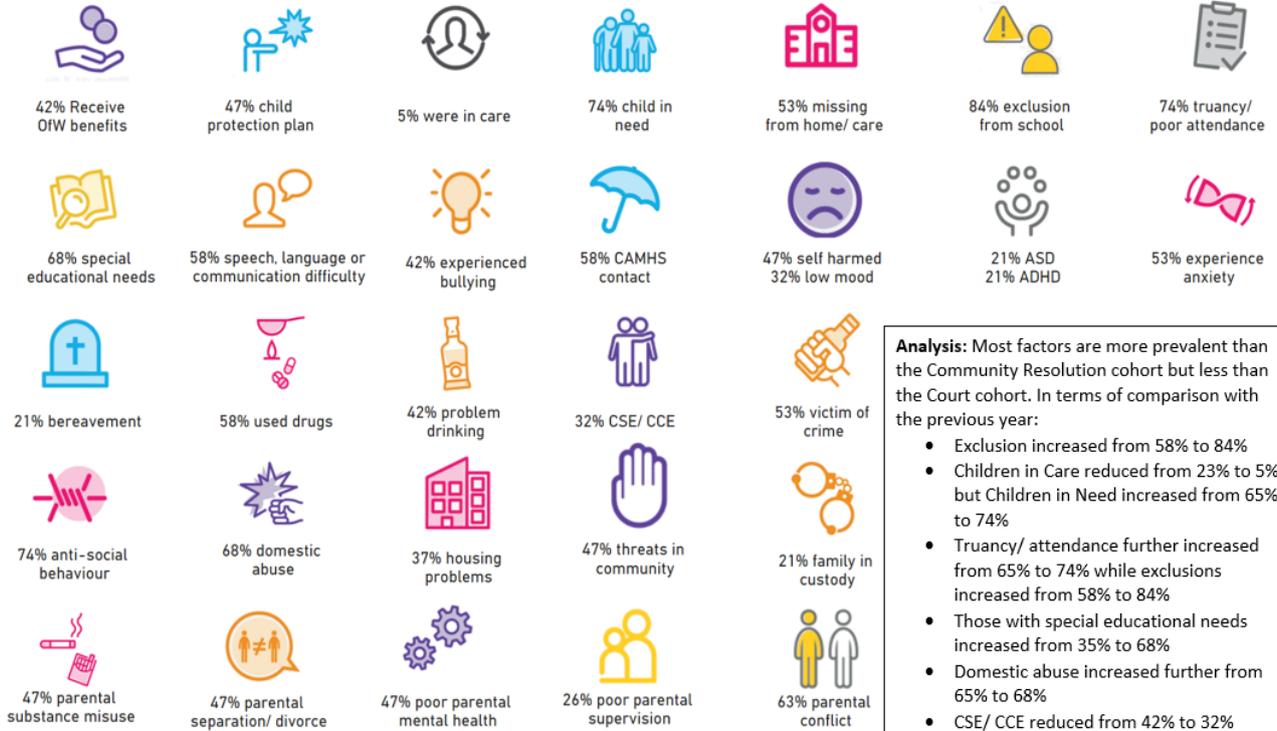
The YJST comprises of full time and part time staff, 16 female staff and 2 male staff. All the staff who hold cases have been trained in Universal Safeguarding, Child Exploitation, ACE's, Trauma Informed Practice, Cognitive Behavioural Therapy, Assessment Planning and Intervention (APIS), Prevent and Restorative Justice. A comprehensive and ongoing training programme is in place to ensure continued professional development for the staff group.

**Local context – West Berkshire**

**Profile of the Community Resolution, Turnaround and Prevention Cohort**



**Profile of the Out of Court Disposals Cohort**



**Profile of the Court cohort**



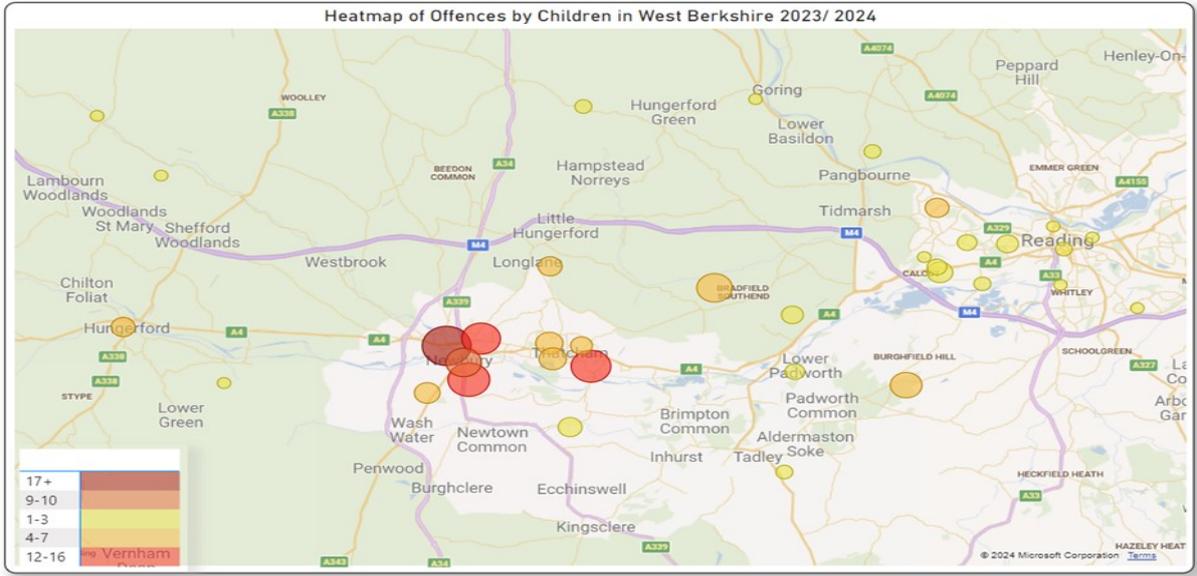
### Progress on previous plan:

The Youth Justice Plan 2023/24 set out a number of targets to be carried out across the partnership, these were pulled together in one action plan. There were 40 targets set out in last year's plan and the Service Manager provides a general update report which is overseen and scrutinised by the Management Group via quarterly reporting. A RAG rated action plan and members of the team attend the Management Group meetings to present their reports of work undertaken. Throughout the year some targets were reprioritised due to staff vacancies.

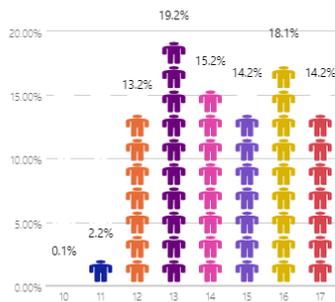
Key achievements of the last year have been;

- Turnaround interventions: 22 children successfully completed their interventions, therefore supporting children earlier.
- Increase in positive activities, individually and group sessions.
- No child was sentenced to Youth Custody – Two children were sentenced via 'all options PSRs' to community orders instead of custody, this remains as low as it can go nationally
- Development of child friendly case notes.
- Parenting: 21 parents were supported via a group and five parents supported individually.
- Children and their parents have been supported to have restorative conversations together to address behaviour at home.
- Five children achieved AQA awards for work undertaken.
- Building positive relationships with reparation placements, increasing the variety of skills children can develop in a pro social environments.
- Team training on female adolescent violence – increasing evidence base working with girls.
- Embedded Complex Case Clinics (CCC) – includes consultation with mental health practitioner, Physical health nurse and Speech and Language Therapist. Reducing the delay in consulting each specialist and reducing professional overloaded for children.
- Maintained the professional development of staff through a comprehensive training and development programme.
- Reflective practice forums: 7 forums were offered with 5 taking place.
- AssetPlus reflection: 2 in depth reflections took place.
- Direct observation: 7 staff observations took place.
- Apprenticeships – There were two team members undertaking apprenticeships, one successfully completed and one is still ongoing. One apprentice is a West Berkshire Care Leaver.
- The YJST Nurse has delivered vaccinations to children, including building positive relationships with Gypsy Romy Traveller families to administer these.
- The YJST Manager was involved in the development of the LCJB Children's Board and the task and finish group to implement Outcome 22.

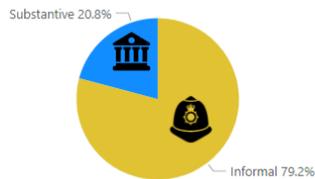
**Performance over the previous Year:**



Offences by Age (Substantive and Informal Outcomes)



Outcome Type



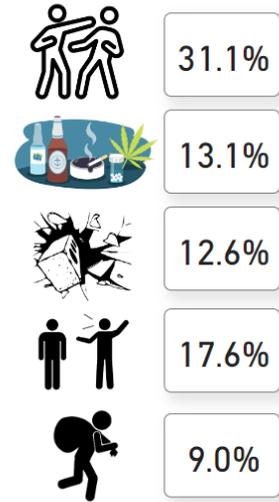
146 Children Committed 222 Offences



8 children from a BME background



% Offences by Offence Type



There has been a 15.6% decrease in the number of children receiving either a Community Resolution or Substantive outcome, from 173 in 2022 to 146 in the current reporting period. Notably, the number of children receiving Community Resolutions decreased by 21.7%, from 152 in 2022 to 119 in 2023. Additionally, the number of children given a substantive outcome declined by 11.1% from 36 in 2022 to 32 in 2023.

Of the 32 children given a substantive outcome, 26 were First Time Entrants to the youth justice system, a decrease of 10.3% from 2022. Of these FTEs, 17 (65.4%) had previously received a Community Resolution, which represents a 19% reduction from the previous year.

The number of young people receiving either a first informal or formal outcome (First Time Offender) also declined from 123 in 2022 to 97 in the current reporting period, a decrease of 21.1%.

There has been a minor reduction in the number of offences leading to a substantive outcome from 65 in 2022 to 63 in 2023. Offences leading to a Community Resolution decreased by 17.2% from 192 in 2022 to 159 in 2023.

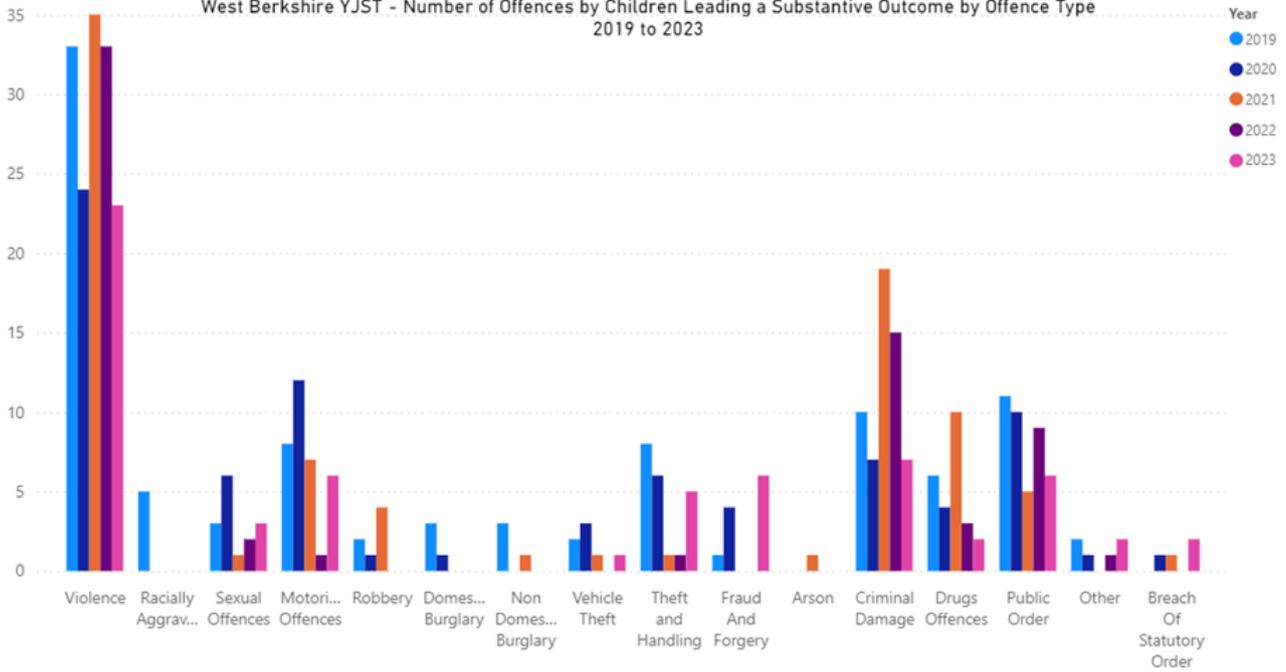
### **Offence Type**

In 2023, the most prevalent offences leading to either a substantive outcome or a Community Resolution were:

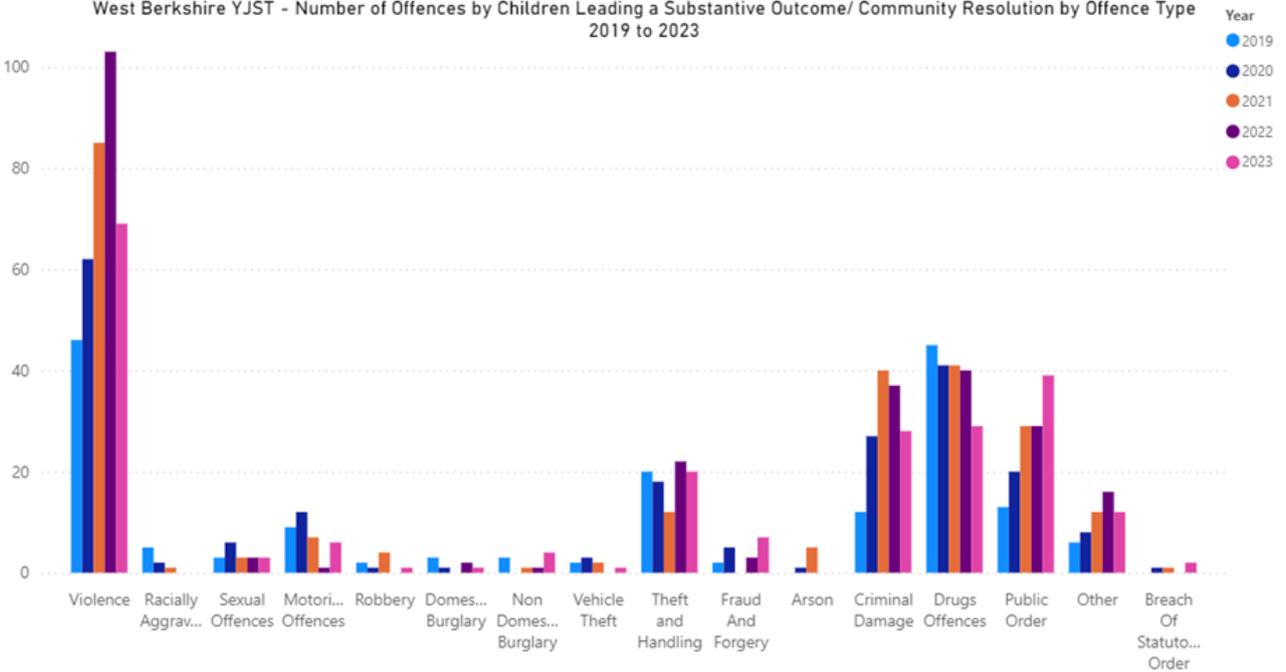
- Violence against the Person: 31.1% (69 offences)
  - Public Order: 17.6% (39 offences)
  - Drugs: 13.1% (29 offences)
  - Criminal Damage: 12.6% (28 offences)
- 
- Despite being the most prevalent offence category, there was a 33% decrease in offences of violence from 103 in 2022 to 69 in 2023. All offences have a YJB Gravity level of 3 with 46 offences (66.7%) leading to Community Resolution and 23 (33.3%) resulting in a formal outcome. The most common violent offence was Assault by Beating (50 offences). Five children received outcomes for Possess knife blade / sharp pointed article in a public place.
  - Drugs offences decreased by 27.5% from 40 in 2022 to 29 in 2023 with 93.1% leading to a Community Resolution. All drugs offences were for possession of controlled substances, with only 1 offence involving Class A drugs.
  - Public Order offences increased by 34.5% from 29 offences in 2022 to 39 in the reporting period. This rise is influenced by 3 young co-defendants committing 4 offences each. A higher proportion of these offences led to a Community Resolution, increasing from 69% in 2022 to 84.6% in 2023.

In summary, a 21.7% fall in children receiving a Community Resolution has significantly contributed to the overall 15.6% decrease in the number of children entering the youth justice system. Correspondingly, the number of offences committed by children fell by 13.6% to 222 with the average number of offences per offender remaining at 1.5. Please refer to Graphs 1 and 1A.

**Graph 1**  
West Berkshire YJST - Number of Offences by Children Leading a Substantive Outcome by Offence Type 2019 to 2023



**Graph 1A**  
West Berkshire YJST - Number of Offences by Children Leading a Substantive Outcome/ Community Resolution by Offence Type 2019 to 2023



## Children Committing Crime

The number of children entering the youth justice system has fallen for the first time in several years, decreasing by 15.6% from 173 in 2022 to 146 in 2023.

### Boys

- In 2023, 100 boys committed 157 offences, representing a decrease of 19.4% and 15.6%, respectively. The most significant reduction was in the number of boys receiving a Community Resolution, which decreased from 107 in 2022 to 80 in 2023.
- Male violent offences decreased by 46.4%, from 69 in 2022 to 37 in 2023, now constituting 23.6% of all male offences compared to 37.1% in 2022. Notably, 24% of violent offences led to a formal outcome, down from 40.6% in the previous year.

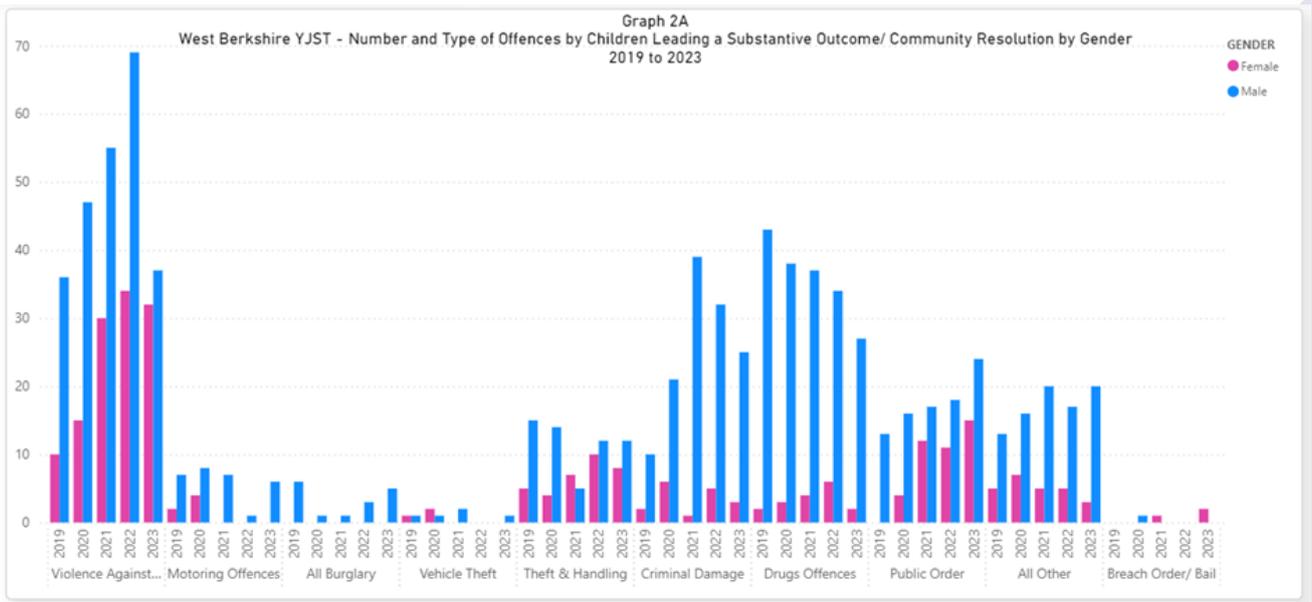
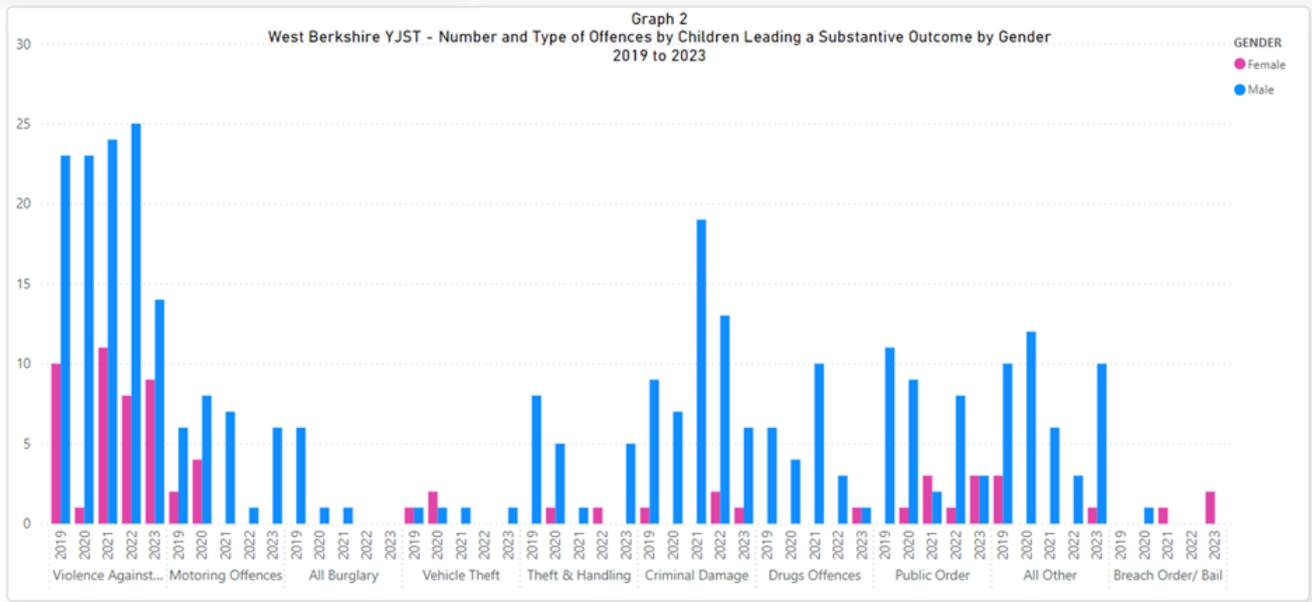
### Girls:

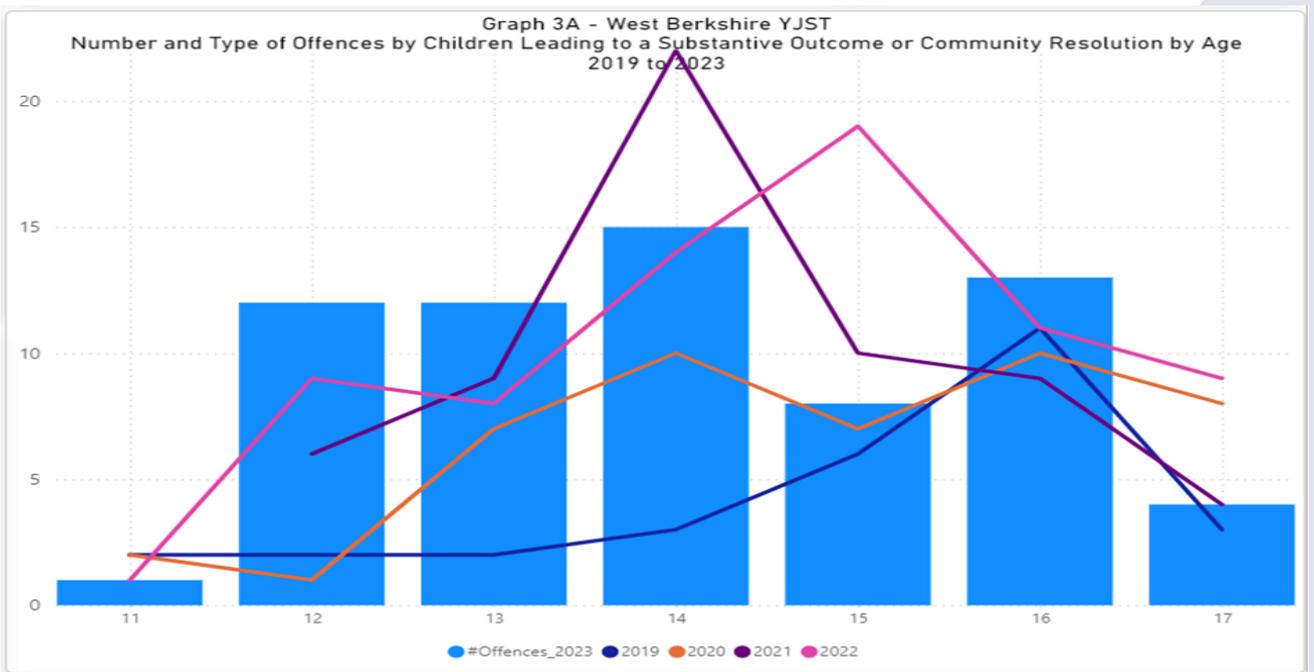
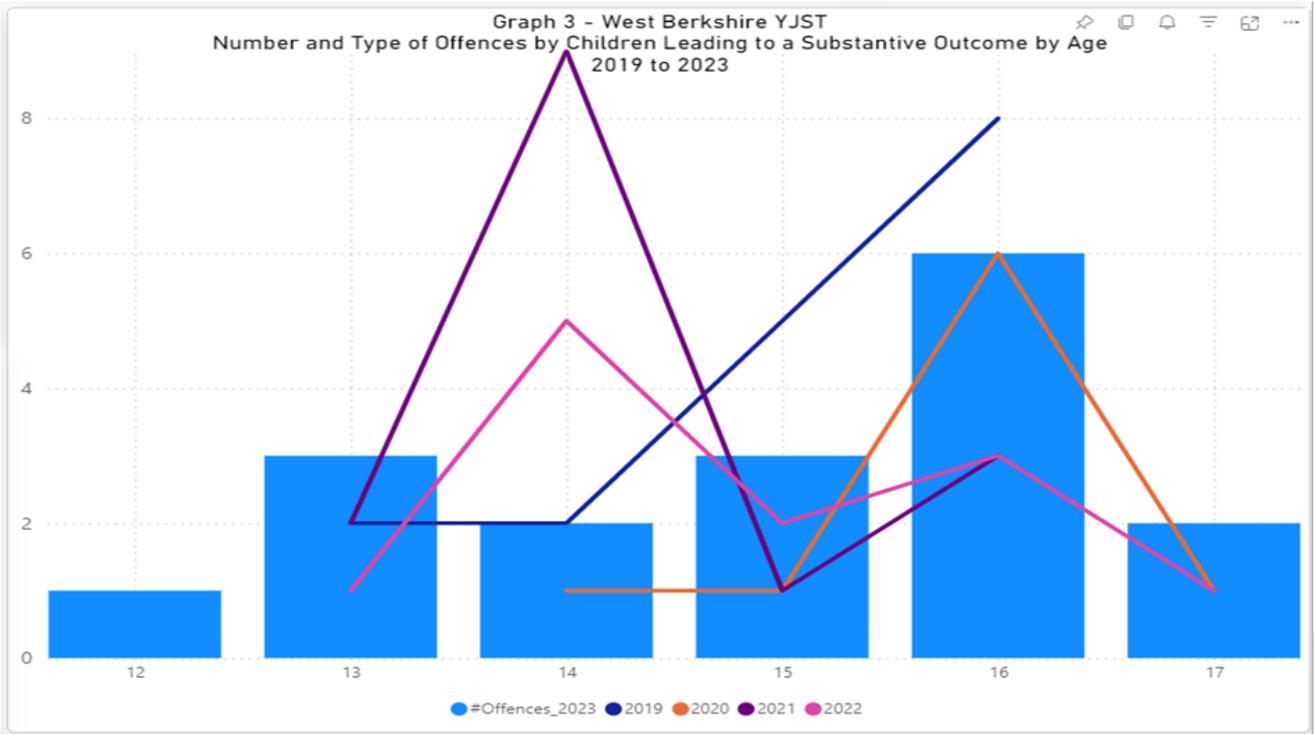
- The proportion of females in the cohort has further increased with girls now representing 31.5% of the 2023 cohort.
- The number of girls committing offences decreased by 6.1%, from 49 in 2022 to 46 in 2023. Girls committed 65 offences, with an average of 1.4 offences per child compared to 1.5 offences by boys. The proportion of girls' offences leading to a formal outcome increased to 26.2%, up from 16.9% in 2022.
- Violent offences by girls remained stable, with 28 girls committing 32 offences and 27 of these classified as Assault by Beating. Public Order offences were the only category to increase among girls, rising by 36.4% to 15 offences, with 80% resulting in a Community Resolution.

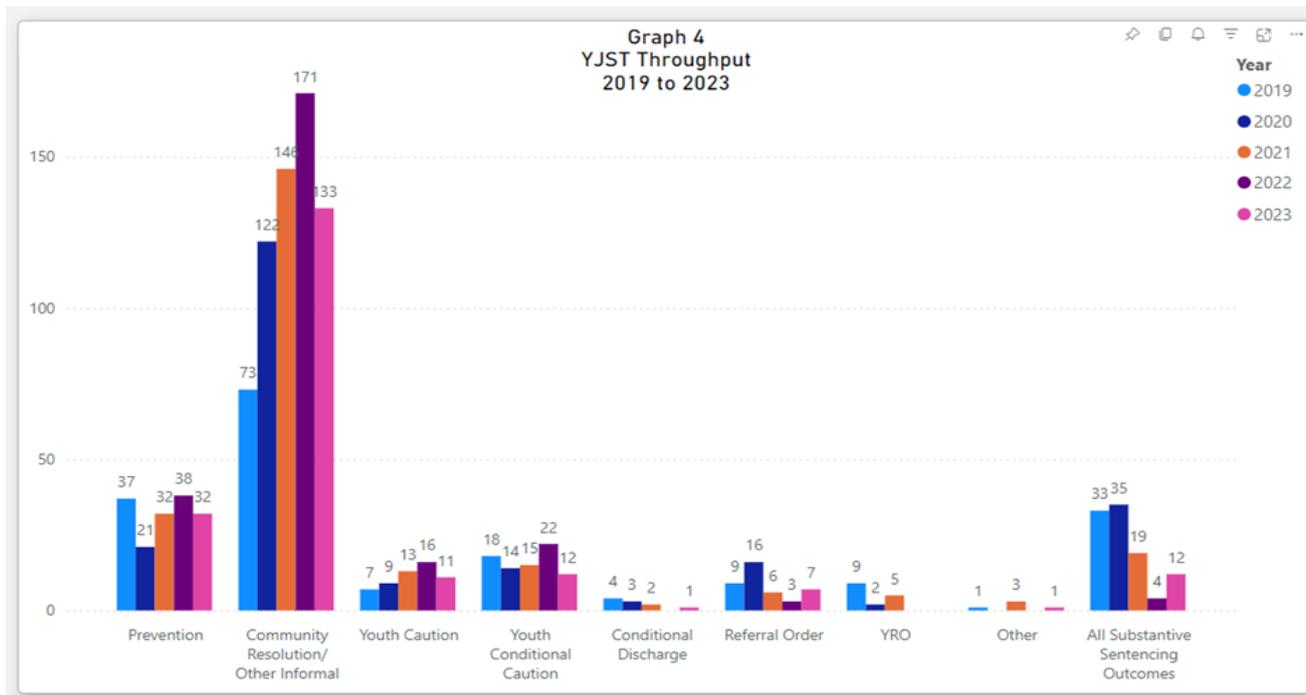
### Age

- The peak age for receiving either a formal or informal outcome decreased from 15 in 2022 to 13 in 2023. In this age group, 29 children committed 19.4% (43) of all offences, compared to 17 children committing 20 offences in 2022. Offending among other age groups also declined in line with the overall reduction in youth offending.
- The peak age of offending for girls is now 14. There was a significant decline in offences committed by 15-year-old girls, decreasing by 57.9% from 19 in 2022 to 8 offences in the current year. For boys, the peak age is now 13, accounting for 19.7% of all offences in this age bracket. The youngest children were 10 years old for boys and 11 years old for girls.
- Violent offences were evenly distributed across age groups, with 11 to 13 offences committed within each age band from 12 to 16 years. The peak age for offences leading to a substantive outcome was 15, whereas the peak age for informal outcomes was 12-13 years.

The detailed demographic information combined with the offence type data and the profile date enables the youth Justice Support Team to target intervention and support in a more effective manner understanding the cohort better.







**Risks and Issues:**

Challenges, issues and risks are monitored via the quarterly YJST Management Group. These include;

- Financial pressures: there remains pressures across all budgets and we move forward without having confirmed YJS core grant allocation from the YJB
- Education for children: there is a high level of exclusions from school within the West Berkshire Schools area. The lack of engagement in education remains a significant risk factor to offending.
- Turnaround project funded by the MoJ will end in March 2025, this creates less resources for supporting children at the point of arrest and when the police take no further action. Consideration throughout this year will be required to
- There continues to be significant increase in girls who offend, 31% is significantly above the national average of 14% (2022-23) and has increased since last year.
- HMIP inspection of West Berkshire YJST in December 2022 recommended the partnership works together to secure a seconded Probation Officer, this continues to be a challenge.
- In the next year Thames Valley Police will be transitioning from an area model that is co-terminus with the Local Authority to one that will cover the three West of Berkshire Authorities, it will be important to ensure that local knowledge and partnerships are retained.

**Child First:**

The work of the YJST is unpinned by the national Youth Justice Board (YJB) Child First Principles which are set out below:

<b>As children</b>	Prioritise the best interests of children and recognising their particular needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
<b>Building pro-social identity</b>	Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
<b>Collaborating with children</b>	Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.
<b>Diverting from stigma</b>	Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system.

Source: [PowerPoint Presentation \(vjresourcehub.uk\)](https://www.vjresourcehub.uk)

**Voice of the child/feedback:**

The YJST sought the views of children and volunteers in the production of the YJ plan. Each child receiving an intervention and every volunteer were asked their views using a 'what should the team be doing in 2024/25' questionnaire. They scaled fifteen statements 1 not important to 5 important, they rated their top 5 areas and there was a box to add additional suggestions.

**Children said -**

The top 3 areas that were most important were:

1. Help children who are being exploited (CSE, CCE)
2. Support children with emotional and mental health needs to access services
3. Ensure children from different backgrounds are not targeted

When rating the most important to address, the top 3 were:

1. Help children before they get into trouble with the police
2. Help children who are being exploited (CSE, CCE)
3. Support children with emotional and mental health needs to access services

One child added a comment 'days out for travellers'.

**Volunteers said –**

The top 3 areas that were most important were:

1. Help children think about their future goals
2. Ensure children from different backgrounds are not targeted
3. Support children with emotional and mental health needs to access services

Volunteers added additional suggestions which includes, social media and fake news, access to substance misuse support, knife interventions and support children with sports/leisure activities.

The YJST seeks ways to support children to provide feedback about the service they receive at the YJST and we support children working with the YJST to engage in wider forums/opportunities to have their voices heard. These include:

- Children and their parents are invited to provide feedback in reviews of their intervention, their views on the service lead to changes in the intervention delivery and any themes are considered to change wider service delivery
- All children who work with the YJST, and their parents are invited to complete a confidential questionnaire at the end of their intervention and the Service Manager reviews all of these and makes amendments to services if required – last year a total of 80 questionnaire's (43 children and 37 parent) were received. An annual report is written for the Management Group
- Groups take place on an occasional basis focusing on specific topics, these allow in-depth exploration of a topic with a group of young people and subsequent actions taken
- All young people are informed of the complaints process at the start of the intervention, and sign to say that this has occurred
- All parents completing parenting courses with the YOT provide feedback on their experience of the group work
- All victims of crime involving children in the YOT are asked for feedback on services provided by the YOT, particularly restorative interventions.

### **Resources and services**

The YJST is funded from a variety of sources, as outlined in the table below, The Secretary of State under their power in section 41 of the Crime and Disorder Act 1998 has the power to make grants to local authorities for the purposes of the operation of the youth justice system and the provision of youth justice services. There are certain grant conditions attached to this funding, West Berkshire YJST complies with all the conditions as set out in the grant conditions documents.

The YJST uses the Local Authority funding, Youth Justice Grant, partner contributions and available additional grants to deliver youth justice services with the aim of reducing the number of children in the youth justice system.

The following sets out total staffing costs and cash contributions agreed for 2024-2025:

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
Local Authority	£411,167	£0	£51,963	£463,130
Police Service	£63,146	£0	£0	£63,146
Probation Service	£35,038	£0	£5,000	£40,038
Health Service	£75,739	£0	£0	£75,739
Police and Crime Commissioner	£71,260	£0	£0	£71,260
MOJ - Turnaround	£37,190	£0	£8,332	£45,522
YJB Practice Grant	*£156,373	£0	*£24,266	*£180,639
<b>Total</b>	<b>*£849,913</b>	<b>£0</b>	<b>*£89,561</b>	<b>*£939,474</b>

\*On 3<sup>rd</sup> June 2024 the Youth Justice Board wrote to YJST stating that the YJ Grant for 2024/2025 had not been confirmed, allocation of funding will be delayed until after the General Election. Therefore, we have used the allocation from 2023/24 as a projection for this year’s budget.

**YJ Management Group Development:**

New members of the YJ Management Group meet with the either the Service Manager or Chair of the Management Group to undertake an induction into the role of group member. The YJ Management Group has the responsibility for the YJST governance, strategically leading across relevant partners to ensure a high-quality service is provided to all children and victims. During the past year the management group have received reports and presentations on a range of work undertaken by the team, alongside partnership updates and performance reports. The YJB presented information on the new Oversight Framework.

It has been recognised that there have been many changes in management group members over the past year and there will be a new chair in June 2024. Therefore, there will be a management group development session in July, delivered by the YJB oversight manager and Service Manager.

**Workforce Development:**

The YJST take an individual, operational and strategic approach to workforce development. Individual level – annual appraisals take place identifying individual professional development, ensuring any professional registration requirements are met, such as social

work registration. Operational level – in March the whole team spent time reflecting on the previous year’s learning and developing areas of focus for the coming year. There is a range of learning activities from audits, bench marking reports and work with children, families and victims that is used to develop the whole team approach. Strategic level – National and Partnership updates provide us an opportunity to continue to develop our approach and services. Such as, the introduction of the Serious Violence duty, this is developed at the Management Group level with key partners providing information and then the Service Manager works with the team and partners to ensure this is embedded.

The training plan for 24/25 builds on the training delivered over the previous years and professional backgrounds of the team. In the past year bespoke training was delivered – child first briefing including, adolescent female violence, AIM3 refresher training, improving quality workshops - Referral Order workshop and AssetPlus. One team member completed Pathways 1 programme, one apprentice completed the Youth Support Worker apprenticeship and one new team member is currently undertaking a business administration apprenticeship.

### **Evidence-based practice and innovation:**

West Berkshire YJST is a small team therefore doesn’t usually attract wider services to undertake evaluation and randomised control samples as required by academics. However, there are a number of areas of emerging practice and innovation that have been piloted in the locality.

- Turnaround – funding by the MoJ to intervene earlier has supported the team to provide services to children at the point of arrest, capturing those children released under investigation/conditional bail and working with children under 13 years of age under Turnaround rather than under the ‘offending label’. The Management Group has received information displayed as a storyboard outcome and a report about a specific holiday project. This was shared with the Ministry of Justice as good practice.
- Detached Youth Workers – working in partnership with our Community Safety Partnership via Mini Maps (ASB focused partnership meeting) funding was approved by the PCC for two youth workers offering 10 hours of detached youth work who are agile workers responding to changing need. The aim of the project is to provide early support and signposting of children before they become known to the police or when they become known to the police to support prevention referrals to the team.
- Understanding girls – since 2022 West Berkshire have seen an increase in the number of girls known to the service and this has remained higher than the National average. Adolescent female violence training was undertaken and an action plan is being development which will include partners. This piece of work was presented at the YJB developing practice forum.





- Information to children – using the reception area we have installed two notice boards. One side has staff and service information – the staff information changes each month to spotlight one professional role and provides a photo of the staff member and information about them. The other side has a monthly theme, this could be a national month of action, such as domestic abuse or sharing information with children, such as Diversity. These are used as topics to start conversations with children and some months have questionnaires attached, this is used to gauge children’s understanding and used to shape the service provided.

### Standards for children

In 2023, services were required to report against Standard 2: Work in Court. The Acting Operational Manager undertook the self-assessment with YJST colleagues, and the strategic oversight was completed by the Youth Magistrate who is part of the YJST Management Group. The self-assessment identified a number of strengths in the work undertaken to divert children from court processes and the use of Remands, the work undertaken in court and the reports produced to support sentencing of children. These were all graded as either good (4) or outstanding (15) by the auditors. The work was overseen by the Management Group and submitted timely to the YJB. All parts identified as areas for development have been addressed by the court team.

Each year the YJST sets out a number of internal audits to assess the work of the YJST against standards for children, HMIP standards and codes of practices. All audits are written into a report and presented for scrutiny at the Management Group meetings, all actions are overseen by the Group.

The action plan enclosed with the YJ Plan sets out the planned internal auditing for the coming year.

### Service Development

There are not any recent inspections or critical learning reviews that require service development. However, there are a number of themes that our action plan will focus on, these include:

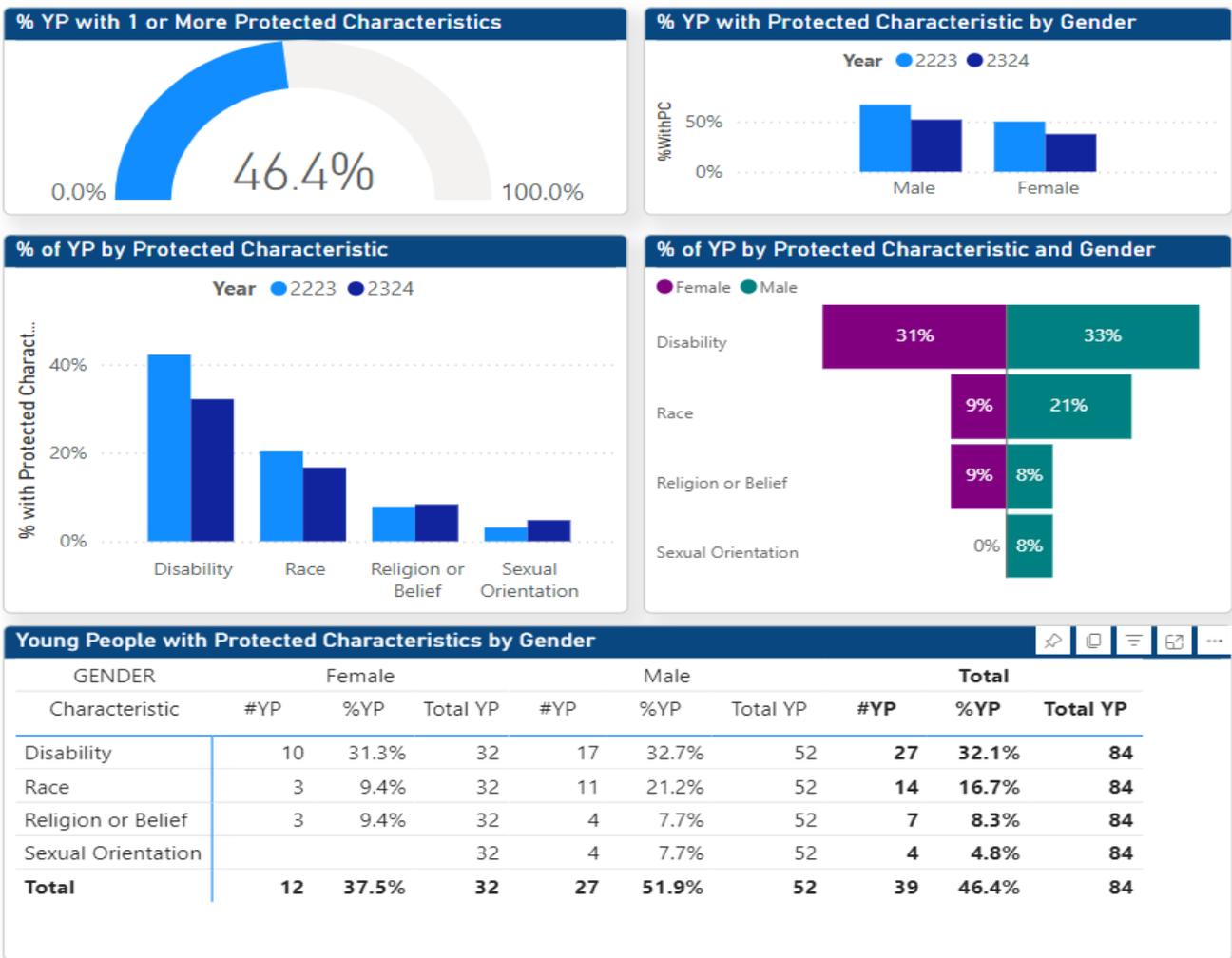
- *Act Now*: This is a pathway which offers intensive intervention by the YJST which begins while a child is still in custody for knife enabled offence. The YJST is expecting new additional OPCC funding to implement this service. It is likely that wider collaboration with other local YJS teams and services will be required to fully meet the grant conditions.
- *OoCD joint decision making panels (JDMP)*: Joint decision making processes between the YJST and police has taken place over a number of years. It is the intention of both partners to invite wider YJ partners to join a panel consider outcomes for children. It is the intention

of TV police to implement Outcome code 22 this coming year and the OOOD JCMP will be a mechanism to scrutinise and drive this outcome forward.

- *FTE and FTO*: Thames Valley has a higher number of FTEs and the YJS managers with their data analyst will do a deep dive look at this data to try to identify patterns that can be addressed by the Management Group partners.
- *Education*: The YJST provides the KPI data for scrutiny, however further analysis on exclusion data will be helpful to compare against attendance rates and risk factors to serious violence within the cohort open to YJST.
- *Girls*: the higher number of girls open to the YJST remains a significant concern and action plans will be created to further understand and take action to reduce this.

**National Priority areas and KPIs:**

***Children from group which are over- represented:***



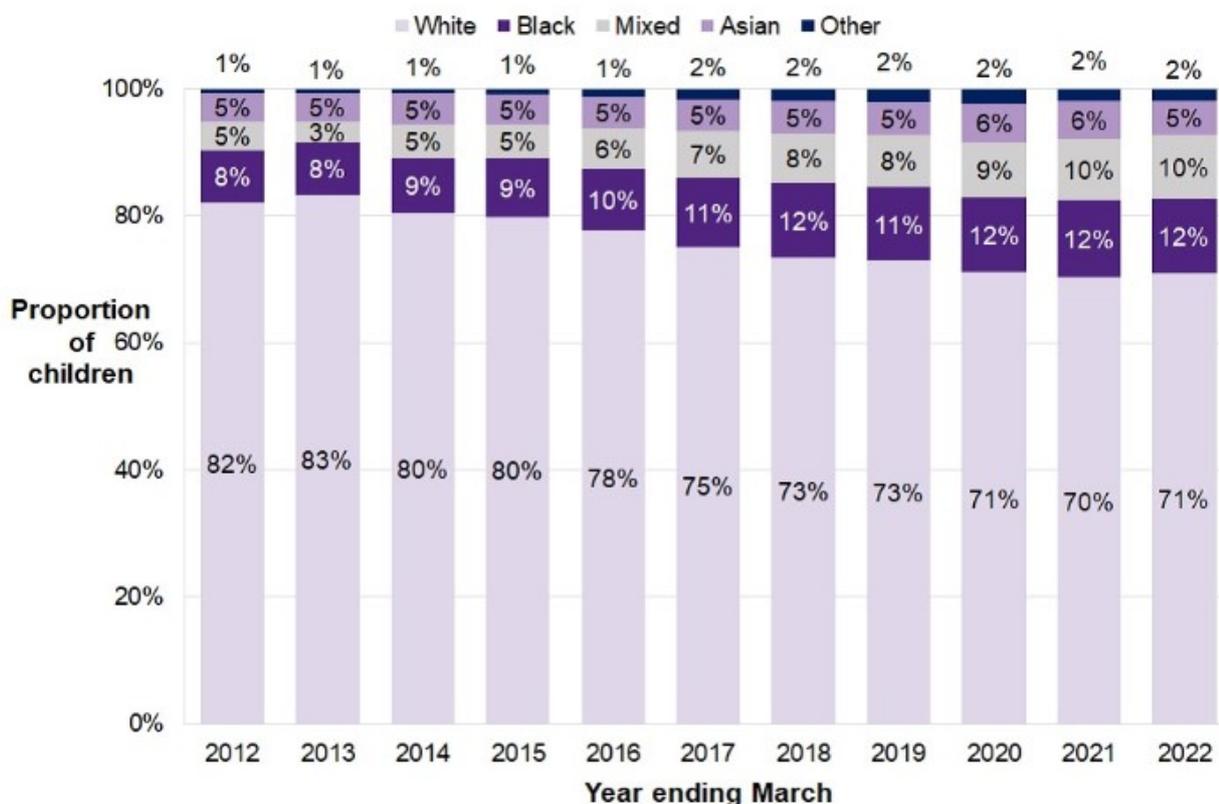
The YJST monitor the caseload of children involved with the YJST in addition to those who have come in contact with the police through other reasons for example stop and search or

children who are excluded. Where areas of over representation or disproportionality are identified, the YJST partnership seeks to understand the drivers for this over representation and address those with those who have the power to make changes.

There were 8 children from a GRT/ethnic minority background who committed 14 offences representing 5.5% of the offending population and 6.3% of all offences committed respectively. Of the 14 offences committed, 71.4% resulted in a substantive outcome, compared with 25.5% of offences committed by young people from a white background. For context, one young person of ethnic minority committed 6 of the 14 offences and received a Youth Conditional Caution. In terms of seriousness of offending, 42.9% of offences committed by children from a GRT/ethnic minority background are categorised with gravity 3 or above compared with 53.4% for children from a white background. The annual school census for secondary schools showed that the proportion of GRT/ethnic minority pupils in the general West Berkshire secondary population was 13.8% in 2022.

In addition, the graph below shows that 29% of **children receiving a caution or sentence** in England and Wales in 2022 were of ethnic minority. This compares to 12.9% of children in West Berkshire in 2023. The GRT/ ethnic minority population is therefore underrepresented in the youth justice system in West Berkshire.

**Proportion of children receiving a caution or sentence by ethnicity, England and Wales, years ending March 2012 to 2022**



31.5% of the children working with the YJST are female. The proportion of girls receiving a caution or sentence is 28.1%. This is higher than the national comparison of 14% (2022). Liaison with other YJSTs in the South East Region is also highlighting an increase in girls known to YJSTs.

- In 2023/24, 84 children engaged with an intervention with the Youth Justice Support Team (YJST). Of these, 39 children (46.4%) were identified as having 1 or more Protected Characteristics. This compares to 60.9% in 2022/23.
- Males are more likely to be identified as having a Protected Characteristic than females – 51.9% versus 37.5%
- Disability is the most common Protected Characteristic (32.1%). This has declined from 42.2% in 2022/23. Now, 32.7% of boys are recognised as having a disability versus 31.3% of girls.
- 21.2% of males working with YJST were identified as having race as a protected characteristic compared to 9.4% of Girls.
- 8.3% of the complete cohort have a protected characteristic in the Religion or Belief Category.

***Policing:***

West Berkshire YJST sits within the Thames Valley Police area and local within the West Berkshire Local Police Area (LPA). There are strong links with officers of all ranks within the LPA, such as safeguarding police officers working within schools and with children who are at risk of exploitation, police sergeant within the anti-social behaviour meetings, police inspectors overseeing knife crime and neighbourhood problem solving.

There are strong partnerships with the Criminal Justice Team which include the Youth Justice Unit – OoCD decision makers. Currently the YJ Police Officer is managed through the CJT and there are regular joint supervisions.

The YJST Service Manager has links with the LPA Chief Inspector and Superintendent who sit as part of the Management Group and Management Board. The Service Manager has wider links through the local criminal justice board and partnership meetings such as OoCD scrutiny panel and Children's Board.

**Strengths:**

- Strong engagement at LPA and TVP level
- Joint problem-solving approach to individual children and wider issues
- Full time YJ Police Officer
- Grant funding by the OPCC to address ASB and prevention of offending
- The Service Manager has been part of the outcome code 22 task and finish group and this is now an available outcome for children

- The Service Manager chairs the LCJB children's board and sits as a YJS manager on the OoCD Scrutiny panel, placing them at a strategic level within the partnership
- Joint OoCD decision making panels have been planned to start in the coming year

#### Challenges/risks:

- TVP restructure and moving away from LPA to Local Command Units model – this could impact on the strong local partnership approach with resources covering a larger area
- TVP have proposed to change the role of YJ Police Officers and reduce the number across TVP – this could impact on the availability of a dedicated police officer for Youth Justice and move away from the NPCC/YJB guidance published in December 2023

**FTEs per 100,000 10-17 year olds: Outturn Jan 22 – Dec 22 (latest figures) = 173, Outturn Jan 23 – Dec 23 (latest figures) = 152**

A first-time entrant (FTE) is a child receiving a formal police or court disposal for the first time, thus entering the youth justice system. A First Time Offender (FTO) is a child who receives either a first informal or substantive outcome within the period.

The YJST in conjunction with the Thames Valley Police introduced a prevention scheme in September 2018 enabling the police to identify children who displayed behaviour below a criminal threshold but that without support may become a first-time entrant. In addition, a Drug Diversion Scheme was launched in West Berkshire to direct children caught in possession of illegal drugs to a substance misuse service that can educate, treat and support those children rather than use the formal criminal justice system.

In terms of national reporting the measure in relation to FTEs is per 100,000 10–17-year-olds. From Q1 2023/24 the MoJ are no longer providing quarterly data updates from PNC. FTE data is now provided by the YJB from quarterly case level data YJS submissions.

The most recent measure for January 2023 to December 2023 is 152, a 12.1% decrease from the previous year's outturn. This is now lower than the national (164) and regional (170) outturns. There has been a rise in First time Offenders, increasing by 8% from 99 in 2022/2023 to 107 in 2023/2024.

Further analysis of FTEs and FTOs has been undertaken locally.

In addition to the key FTE and FTO measures, the quarterly graphs also show a four-quarter moving average. For FTE, this shows no significant spikes over recent quarters. The FTO moving average shows more fluctuation over time, with more stability in recent quarters.

#### **FTE (First Time Entrants)**

- In 2023/24, there were 23 FTEs. Of these, over half (56.5%) had previously received a Community Resolution. This compares to 23 FTEs in the previous year, with 19 (82.6%) having previously received a Community Resolution.

- 15 of the 23 FTEs (65.2%) received an out-of-court disposal in the form of a Youth Caution or Youth Conditional Caution.
- For the current period, the peak age for becoming an FTE is 15-16. Notably, the peak age group for becoming an FTE varies by gender: more female FTEs appear in the 12-15 age band, while more males are recorded in the 15-17 age group.
- 30% of the FTE cohort are girls.
- The cohort is predominantly white, with only 2 children from a BAME background.
- The main offence type for which a children becomes an FTE is violence, representing 48.8% of all FTE offences. By gender, 70% of female FTE offences are violence against the person, compared to 34.5% of male FTE offences.

**FTO (First Time Outcomes)**

- In 2023/24, there were 107 FTOs, compared to 99 FTOs in the previous period.
- Compared to FTEs, a higher proportion of young people receiving a first outcome are girls (36%).
- There is a fairly even distribution of FTOs across the age groups from 12-16. Similar to FTEs, more females are in the 12-14 age band, while more males are in the 15-17 age band.
- The cohort is predominantly white (95.3%).
- Violence and Public Order are the most prevalent offences for boys and girls. Note that Public Order offences are skewed by 3 young people, each committing 4 offences.

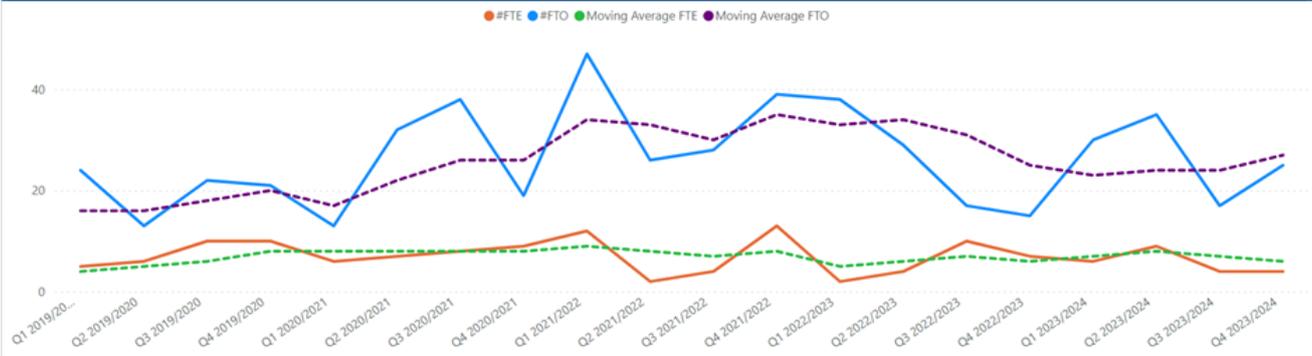
**First Time Entrants**

- First Time Entrants are children who receive their first substantive outcome within the period.
- First Time Offenders are children who receive a first informal or substantive outcome within the period
- The measures count the first informal outcome, caution or court sentence given to children aged between 10 and 17 inclusive, on their date of arrest or date of first court hearing dependent on outcome type.

**First Time Entrants and First Time Offenders to the Youth Justice System**

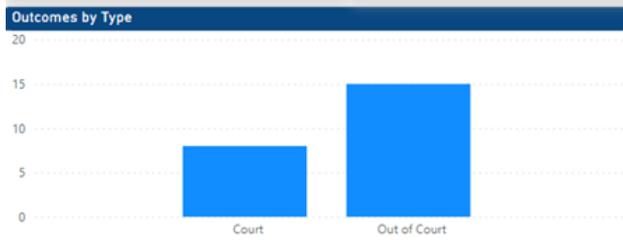
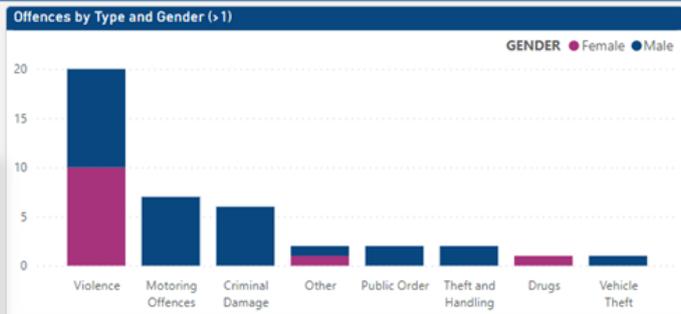
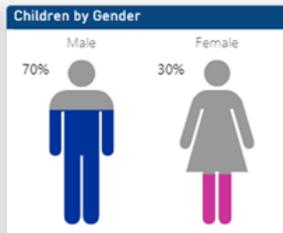
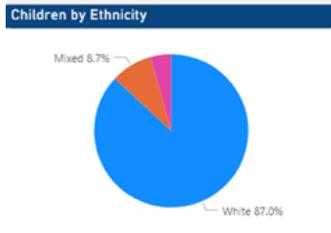


**First Time Entrants and First Time Offenders by Quarter**



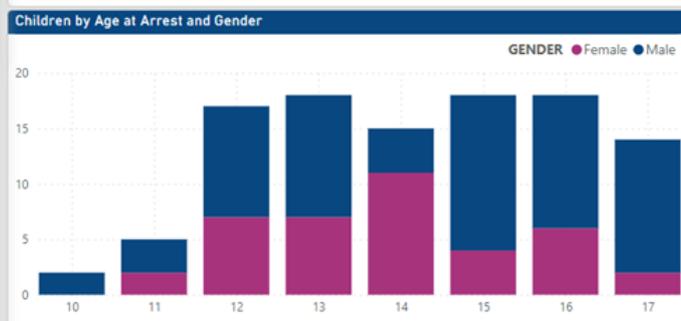
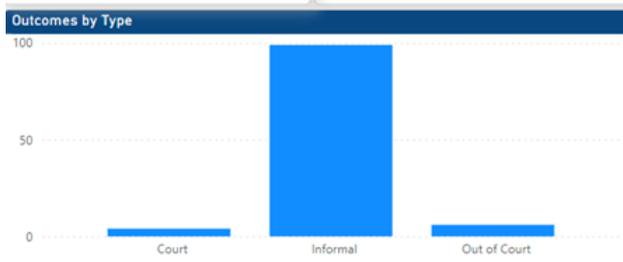
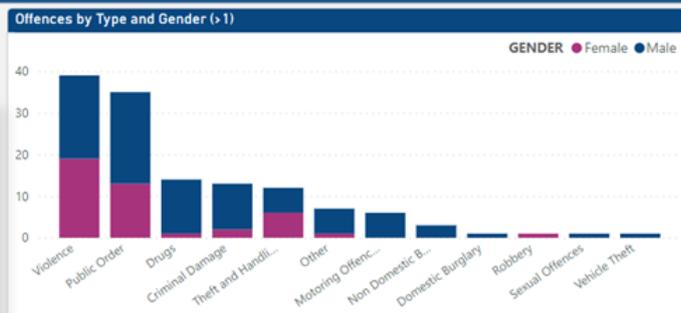
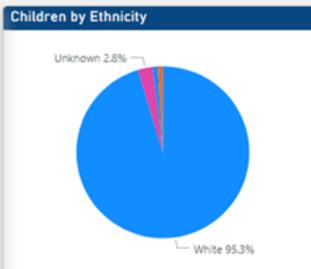
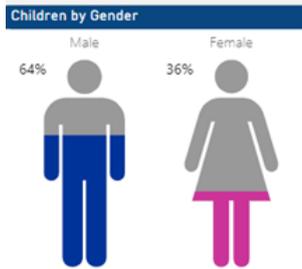
## FTE Overview - 2023/24

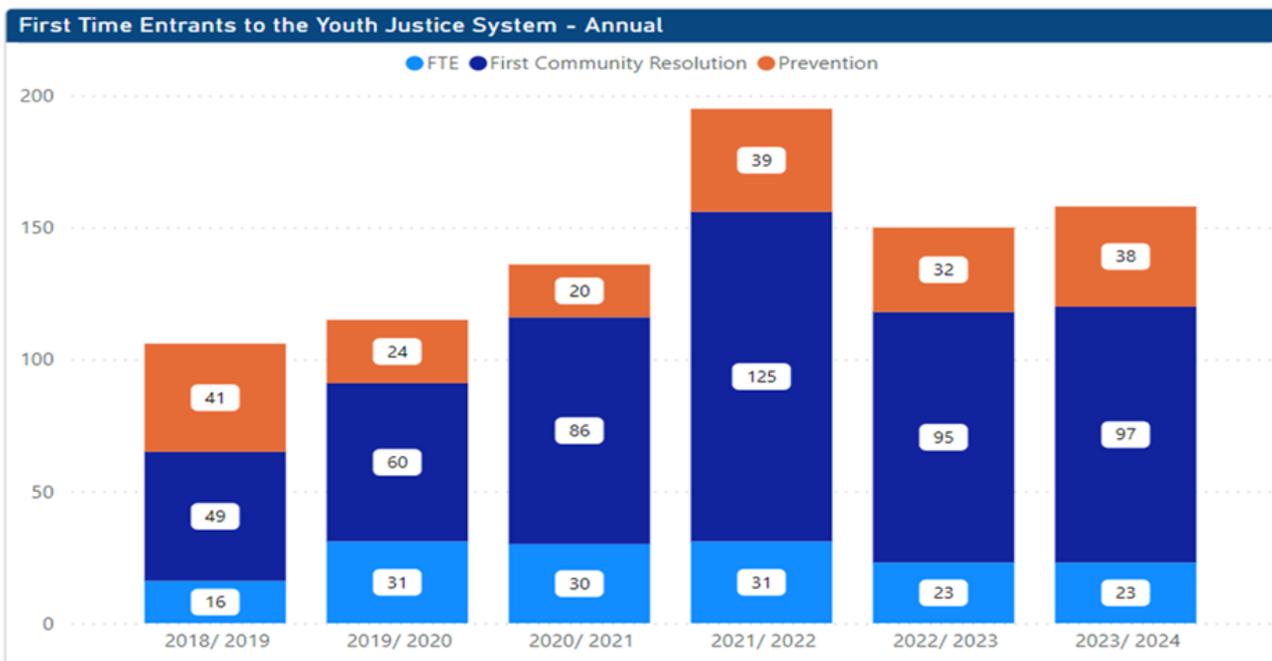
# Children	# Outcomes	Prev CR	# Offences
23	23	13	41



## FTO Overview - 2023/2024

# Children	# Outcomes	# Offences
107	109	133





**Prevention:**

The YJST have worked in partnership with other agencies to prevent children entering the youth justice system. Where Thames Valley Police identify children behaving in an anti-social manner which has the potential to escalate into the criminal space, they write a ‘prevention letter’ to the parents outlining the specific behaviour that is causing concern, which is hand delivered and explaining that they will be notifying the YJST who will be in contact. The letter is also sent to the YJST who allocate a worker to undertake a home visit. During the visit the YJST worker undertakes a brief assessment with the view to delivering an intervention. In 2023/2024 there were 44 prevention letters issued, with 14 successful interventions taking place.

The YJST also work in partnership with secondary schools and the TVP safeguarding team delivering the Positive Intervention Programme (PIP) aimed at working with students who have committed offences in school but are not being formally processed through the criminal justice system. When a pupil is referred, they are allocated a worker either in the Police Safeguarding Team or YJST who will undertake one to one work within the school setting to address the presenting behaviour and support them with their education. In 2023/2024 there were 42 children, and two 6<sup>th</sup> form groups were referred to PIP and 72% of individual children successfully engaged with the intervention offered, 6 children did not meet the criteria and 84% have not offended. In relation to exclusions, 3 children had internal school exclusions and 2 children had short fixed term exclusions during the intervention.

**Turnaround:**

The YJST received Turnaround grant funding from the MoJ in December 2022 for a three-year project to provide early help style voluntary assessments and intervention to children - offering voluntary, needs driven, family focused support to children to de-escalate their behaviour and get their lives back on track. Since the commencement of this grant we have

offered children early engagement with support at the point of arrest, having been released under investigation or released on conditional bail. There is a referral route from children and families service when police have attended the home and taken no further action. In April 2024 the Turnaround worker and manager presented to the Management Group a report of the group activity day findings and a storyboard of family work undertaken. Twenty children and families have successfully completed interventions to date. Turnaround finding will cease in March 2025 and ongoing work with the MoJ is taking place to plan for this end.

**Diversion:**

Thames Valley Police use Community Resolutions as an informal disposal diverting children away from the formal criminal justice system. It is primarily used by officers on the street dealing with low level offending. Officers check their data systems to ascertain if a child has been subject to a previous disposal, it can be given to children and young people who have had no previous contact with the criminal justice system. If a previous Community Resolution has been given, then the decision is deferred to be made between the TVP Youth Justice Unit and the YJST. West Berkshire YJST are notified of all Community Resolutions and triage them all, 108 Community Resolutions (CR) and 29 Drugs Diversion were issued between April 2023 and March 2024. 107 children receiving CRs were offered intervention with 46.7% accepting which has increased since last year. Children receiving a drugs diversion are referred to the Edge, substance misuse service for six sessions of education and harm minimisation, 43% engaged in this intervention.

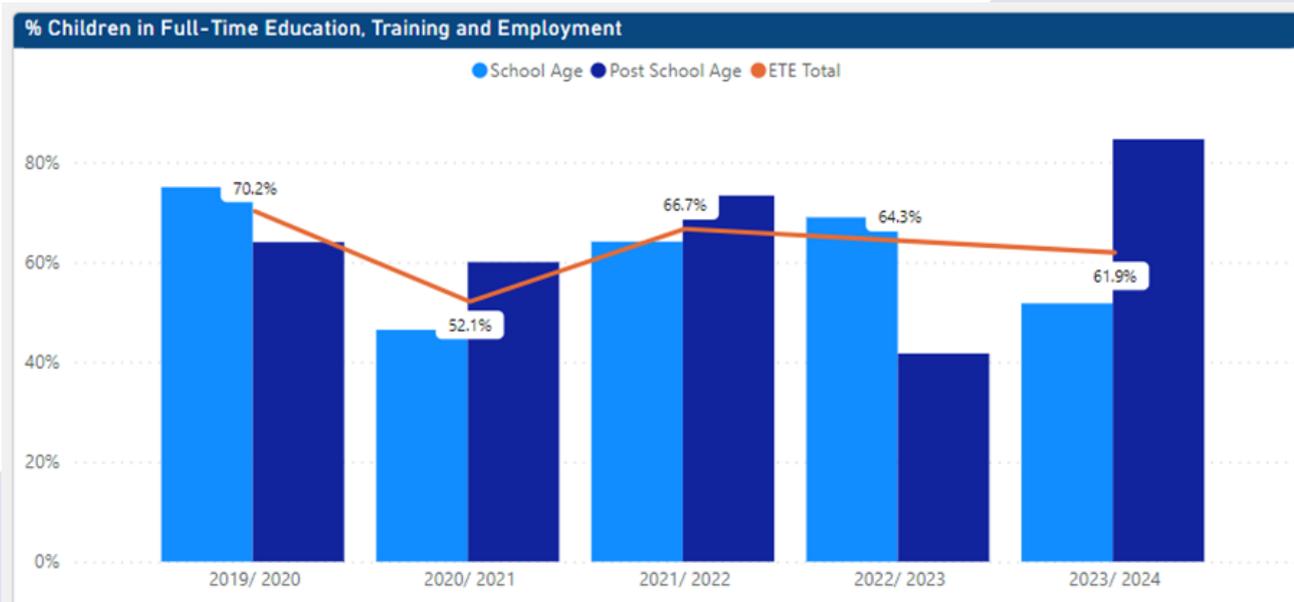
The YJST Manager sits on the Thames Valley Out of Court Scrutiny Panel which has oversight of all the out of court disposals including Community Resolutions. The YJST Senior Social Worker acts as YJST decision maker and she has attended two Thames Valley wide moderation exercises with Youth Justice Unit decision makers and TV YJST decision makers, to provide consistency across all areas on the decisions made.

**Spotlight on Community Resolutions**





**Education:**



68.2% of children completing a substantive intervention were in full time education or employment at the end of their order. This decreases to 61.9% when including informal interventions.

The YJST continues to maintain a priority focus on supporting children to access and maintain fulltime ETE. Termly problem-solving meetings are held with colleagues from different educational establishments and those with oversight of the system, identifying solutions to increase attendance and attachment with education. The Teacher receives daily exclusions reports and works closely with the Education Welfare Officers and Exclusions Officer to identify early support if necessary.

YJST report on the number of hours offered and accessed, as well as whether there has been any improvement or deterioration during the course of the intervention, this enables the YJ Management Group to have an informed overview of YJST performance and address any strategic issues or blockages.

The Prevention Intervention Programme (PIP) is now embedded within schools. There have been good links made with key leaders within schools to promote this approach and information is sent regularly to ensure schools remain aware of the support on offer. The teacher has positive partnership links with a range of professionals offering support in schools including, Youth Workers, virtual school, targeted sports and mental health support workers. There is good communication to ensure there is not duplication in services being offered to children within schools.

The YJST is a centre for AQAs, providing the opportunity for children to gain certificate of achievements where relevant and beneficial. This year five children were awarded AQA awards.

### ***Restorative Justice and Victims:***

West Berkshire YJST recognises the importance of providing a high-quality service to victims of youth crime. The YJST has a Restorative Justice and Volunteer Coordinator (RJVC) who leads on work with victims, the delivery of restorative justice practices and reparation. Restorative Justice is a standing item on the team meeting agenda; this allows for regular briefings and updates to all staff about RJ and victim work. Part of the RJVC role is coordinate the volunteers, offering support and training opportunities, ensuring continued involvement with the YJST and participation in Referral Order panel meetings.

The YJST will continue to offer direct support to victims of youth crime. This may include taking an impact statement which can then be incorporated during victim awareness sessions with the young person, a letter of explanation (where appropriate), shuttle mediation between the victim and young person, involvement in face-to-face restorative meetings, one-to-one intervention sessions covering protective behaviours and keeping safe (when under the age of 18) and regular updates to the victim on the progress of the young person. After the victim's case has been closed they may be referred to other services for example; SAFE-

who support young victims of crime and Thames Valley Partnership- for all victims of crime. A summary closing letter with also be sent, along with a feedback form. After reviewing the process of initial contact last year and introducing initial contact via letter, which includes a YJST victim leaflet and the victim codes of practice handout, victim take-up has improved so this will continue to be the initial form of contact. The victim will then be contacted via the telephone a week after the letter has been sent. This change of practice seems to have so far been successful as a higher number of victims are more responsive to telephone calls. An audit of victim cases was undertaken in April 2024 to evaluate the effectiveness of the communication.

The audit focussed on the period of January 2023 to January 2024. During this period the YJST has received 146 YOT1’s with an offence that had an identified victim, 85 provided consent for the YJST to make contact. The VLO attempted contact with all victims. Despite numerous attempts 29 victims did not respond to the initial letter or subsequent telephone calls so their cases were closed. 37 victims were happy with the contact made by YJST but did not want any ongoing support. 4 were happy to receive the apology letters only, 5 wanted updates once the child had finished their intervention with YJST and 3 were receiving support from other services so declined the offer of additional support.

**Referral Orders:**

Referral Orders are supported by trained volunteers who chair the panels in a restorative manner. Two panel members work together with the child and parent/carer and the YJST Officer to explore the child’s offence and agree a contract of intervention to be carried out during the length of the Referral Order. At each panel meeting feedback is gained from the panel members and the child, this feedback is used you inform future panel member training events and improve services to children, collated feedback is detailed below.

Total number of RO	12		
Initial Panels	Review	Breach	Final
10	10	2	5

**Panel members:**

- All felt they had enough time during the pre-meet to discuss actions.
- All feel they work well with the other panel members, child and parents. There was only one parent who required additional support to converse with.
- All felt engagement of the child was good during the panels and there were positive interactions.

**Children:**

- All panel members introduced themselves, explained the meeting and rules.
- All children felt they had the opportunity to say what happened in their own words.
- The majority of children felt they were listened to, felt the panel members asked about them and asked what should go in their contract.

**Serious Youth Violence, exploitation and contextual safeguarding:**

The YJB implemented KPIs during this year, one of which is Serious Youth Violence (SYV). It is important to recognise that the KPI measure is different from the Thames Valley Police area agreed definition and data collection. During 2023-24 there were three children who committed four offences of Robbery and Drugs supply. All children received a Community Order, and no child was overseen by MAPPA for these offences. During this period there were seven children with seven knife possession/offensive weapon in a public place; there were a range of outcomes from discontinued at court, OoCD and Court Orders. There was no serious physical injury to any victim from these offences, therefore not captured in the SYV data.



The AssetPlus assessments are used to assess the risk of that children present to others reducing this risk is a focus of the work the YJST undertakes with partners and children. For all children who present high or very high risk of harm to others are overseen by the Operational Manager at monthly multi-agency case planning forums.

The AssetPlus also assesses for vulnerability to the child through the Safety and Wellbeing assessment. As part of the assessment sexual and criminal exploitation is assessed. For all children where concerns are highlighted a screening tool is completed with them and submitted to EMRAC (exploitation, missing and risk assessment conference) via the Operational Manager. During 2023-24 eleven children were identified as vulnerable to exploitation and one child had been referred to the National Referral Mechanism.

There is mandatory requirement to report all serious incidents to the YJB who meet the specific requirements, YJS are then required to consider critical learning reviews to examine the circumstances surrounding the offence and any opportunities that the YJS had to intervene earlier. West Berkshire have not had any children meet this threshold and no reviews took place this year.

Children involved in the Youth Justice System have experienced higher levels of childhood trauma and adversity than many other in the community, see profile on pages 5-7. Research around the impact of Adverse Childhood Experiences (ACE's) supports a relationship-based

trauma informed approach to the work undertaken with them. Safeguarding children is a crucial role of the YJST and this is assessed through AssetPlus.

The YJST is represented on the Thames Valley wide Violence Prevention Partnership (VPP) Board by the Head of Youth Offending Service for Oxfordshire, who represents all Thames Valley YJS's at this forum. The YJST is committed to being active partners in the delivery of the Serious Violence duty alongside the VPP in Thames Valley. The YJST is an active member of the Serious Violence Steering group working with the Community Safety Partnership to implement the local requirements of the SV Duty. The YJST remains engaged with TVP and partners to address knife crime and serious violence attending the fortnightly meetings to ensure services are provided early.

The YJST remains an active member in a number of partnership meetings, the Operational Manager attends EMRAC (exploitation, missing and risk assessment conference), Partnership Forum (multi-agency problem solving) and Mini-Maps, Knife crime and serious violence meeting, with attendance at all meetings. This enables the YJST to share intelligence with colleagues and direct resources at emerging issues that impact on public safety. The YJST Police Officer continues to support the provision of a high volume of intelligence. The YJST Police Officer reviews any notifications triggered by an alert system set up for all open YJST children and the LPA daily briefing, he alerts the Operational Manager so issues can be addressed in a timely fashion. The Probation YOT Link Worker attends the Integrated Offender Management (IOM) meetings and ensures information is shared regarding children turning 18 years old.

There remains a focus from the YJST Operational Manager to ensure all members of the team are trained in safeguarding, Child Exploitation, Prevent and County Lines. The Service Manager is the co-chair of Exploitation and Missing Risk Assessment Conference (EMRAC) panel and the YJST Operational manager attends to facilitate the information sharing in relation to young people working with YJST. The YJST are members of the Channel Panel, with no children known to the YJST currently being monitored. Over the past year the YJST has attended all the relevant Child Protection Initial and Review conferences.

#### ***Detention in Police Custody:***

Thames Valley Police lead on Children in Custody meeting and chaired by the Chief Inspector responsible for the TVP custody suite and is undertaken bi-monthly. Membership includes a Milton Keynes data lead, Chief Inspection Crime Manager, Custody Inspector, Criminal Justice and Custody Strategy Sergeant, out of hours (EDT) team managers from across TV, and the appropriate adult coordinator for Berkshire. This meeting sets out to review all children who have entered one of the custody suites, reviews individual decisions on detention, remand or release and sets to identify any patterns. This also has a focus for reviewing section 38(6) of PACE 1984 to ensure the procedure is followed. Actions are set and follow up for individual cases and learning is disseminated and use to improve practice and outcomes.

West Berkshire YJST has a duty system of trained staff to provide appropriate adult services during office hours and has support from the Emergency Duty Team out of hours. The YJST Manager and Police Officer provides training for both internal and external staff (including independent children’s homes in the area) to ensure there is consistent knowledge to keep children safe in custody. The YJST appropriate adult guidance is updated every three years or when there is a policy change.

***Use of custody and constructive resettlement (including remand):***

There have been no custodial sentences or remands to Youth Detention Accommodation (YDA) during this past year. The data published by the Youth Justice Board uses a custody rate per 1,000 10-17 year olds in West Berkshire. With no custodial sentences given during the period the outturn for Apr 2023 – Mar 2024 is 0.00. This compares to a regional rate of 0.06 and a national rate of 0.11. In the last ten years the number of custodial sentences in West Berkshire has fallen as low as it can, with the last custodial sentence being six years ago.

	2013 - 2014	2014 - 2015	2015- 2016	2016- 2017	2017- 2018	2019 - 2020	2020- 2021	2021 – 2022	2022 – 2023	2023- 2024
Total number of custodial sentences	1	1	1	0	1	0	0	0	0	0

During this past year the YJST have delivered Bail Supervision and Support for a short period as a direct alternative of a Remand to Youth Detention. The YJST have a small, dedicated number of staff who work within the courts. They provide specialist court duty cover and they write the court reports to support the sentencing of children. During January – March 2024 there were two pre-sentence reports requested which were considering custodial sentences for serious offences. West Berkshire court officers assessed and produced reports within timescales, both children received community sentences as alternatives to custodial sentence. They received feedback from the Magistrate panel and the District Judge.

“Excellent report for a very difficult sentence exercise” - District Judge

“A very detailed and comprehensive report, exploring all the options and realistic, proportionate recommendation. Very helpful – thank you – the Bench”.

One child received a Youth Rehabilitation Order with Intensive Supervision and Surveillance requirement. There is not a dedicated ISS team to facilitate or manage these interventions and this falls to the YJST Officers with support from the whole team to ensure up to 25 hours per week, including weekend contacts, are covered.

There has been no child in custody since 2018 and he was resettled into the community in 2019. The resettlement policy is reviewed every three years and the YJST managers receive regular information from the Youth Custody Service (YCS) regarding the current position of the custodial estate. The YJST takes every opportunity to learn from others and stay connected to the YCS, such as by attending National events ‘Developing a collaborative

approach to service improvements’ which was held in January 2024 by the YCS. YJST court team take opportunities to visit the custodial establishments when they hold open day events and YJST managers continue to learn about the progress of the first Secure School.

***Working with families:***

All YJST team members receive a wider range of training opportunities, this includes child to parent violence. We have professionals with additional parenting training, STOP and Who’s in Charge enabling us to support parents individually and in groups. Turnaround funding also supported ‘all family worker’ providing intervention for all family members from the same worker.

The Supporting Families service is within the Service Managers portfolio, therefore providing a good link across services. The Supporting Families Parenting Worker is hosted at the YJST enabling joint work with families. The YJST Assistant Team Manager also sits within the virtual Supporting Families team and has access to the range of professionals who support families, such as the DWP employment advisor and housing officers.

**Priorities for 2024-25**

The YJST set out the team’s priorities in the following action plan.

**First Time Entrants**

<b>Outcome sought</b>	<b>Action</b>	<b>By Whom</b>	<b>By When</b>
Gain greater understanding of the journey of the child's entrance to the CYJ	Analyse the FTE and FTO data	Information Analyst	July 2024
	Develop further actions from this data to improve outcomes for children	YJST Service Manager	Sept 2024
Reduce the number of children entering the criminal justice system by promoting a childhood away from the justice system	Develop a Thames Valley wide terms of reference for Joint Decision Making Panels	YJST Operational Manager	June 2024
	Engage with TV wider YJS and Police to undertake a moderation exercise on the use of Outcome 22	YJS Decision Maker, YJS managers and Police	April 2025
Support the reduction in criminalisation of children by reducing first time entrants	YJST and TVP to set up a Joint Decision Making panel in West Berkshire	YJST and TVP	May 2024
	YJST decision maker to encourage the use of a range	YJST decision maker	Ongoing

	of outcomes including Outcome 22.		
Young people to be supported to understand laws and ASB so they can make advised decisions and avoid accidentally getting in trouble with the police	YJST to work with schools and youth/community groups to provide presentations and group sessions with children around the laws and anti-social behaviour.	YJST Teacher & Schools Police Officer	October 2024

**Reducing reoffending**

<b>Outcome sought</b>	<b>Action</b>	<b>By Whom</b>	<b>By When</b>
YJST practice is continually developing and improving	Review and benchmark YJST Practice against recently published research and thematic inspection findings	YJST Managers	Ongoing
Assessments are of a high quality and shape the delivery of intervention and plans which are child centred and strength based.	YJST Officers to actively reflect on assessments and decision making through reflective learning forum and thereby improving practice.	Senior Social Worker	Quarterly
Children to co-produce plans and take ownership of their interventions	Produce an intervention plan template that is accessible to young people so they can fill this out with their allocated YJST worker during the assessment process.	Operational Manager	November 2024
	YJST workers to support young people to co-produce their intervention plans.	YJST Officers	Ongoing
Reoffending is reduced as children participate in restorative justice processes	Inform, promote and encourage victims and children to engage in Restorative Justice practices by recording and evaluating the approaches used.	RJVC	Ongoing
	Carry out an audit annually and produce a report on the outcomes.	RJVC	Annually (March)
The national assessment tool for prevention and diversion cases is developed	YJST managers to undertake the 2 day YJB training.	YJST managers	July 2024

and implemented within the YJST	YJST managers to deliver the training to all case holding team members	YJST managers	September 2024
Ensure that high quality supervision is provided and oversees all risks and action is taken to drive outcomes for children	Undertake an audit of supervision practice	YJST Service Manager	July 2024

**Public Protection and violence prevention**

Outcome sought	Action	By Whom	By When
Ensure that the assessment and management of risk is of high quality and protects the public	Undertake an audit addressing the assessment and management of risk, reporting findings to the YJST Management Group	Operational Manager	November 2024
Child on parent violence reoffences are reduced through the engagement of restorative justice processes	Inform, promote and encourage parent and child to engage in Restorative Justice practices by completing “Change is how we grow” work.	RJVC	Ongoing
Children are offered intensive support at the point of arrest for knife enabled offending	Implement ‘Act Now’ by creating additional resource and collaborating with partners	Service Manager	September 2024
All children assessed as High Risk of Serious Harm are considered for MAPPA	Multi agency risk management meetings include Probation Service for risk oversight	Operational Manager	March 2025
Examine the links between school exclusions and indicators of Serious Violence	Deep dive into the children working with YJST and examine exclusion rates	Service Manager	August 2024

**Safeguarding and vulnerabilities**

Outcome sought	Action	By Whom	By When
Parents of children who are being exploited are supported to become partners in safeguarding their children.	Attend EMRAC and liaise with parents of children who are at risk of exploitation.	Senior Social Worker	September 2024

	Create a forum or group for parents of exploited children that meet their needs.		January 2025
All children to have access and information about leisure activities and support services to increase wellbeing.	Create a questionnaire for children to gain their views on what they want to be involved with. Update the positive activities booklet and promote them among young people.	Turnaround worker	July 2024  October 2024
All children at risk of exploitation receive support and advice.	CE Champion to develop resources with up to date information. CE Champion to use the reception boards to promote access to support services	CE Champion	December 2024  March 2025
Ensure that the assessment and management of safety and wellbeing is of high quality and protects the public	Undertake an audit addressing the assessment and management of safety and wellbeing, reporting findings to the YJST Management Group	Operational Manager	November 2024

**Education, training and employment**

<b>Outcome sought</b>	<b>Action</b>	<b>By Whom</b>	<b>By When</b>
Reduce the numbers of children excluded from school	Promote the use of the Positive Intervention Programme (PIP) as a means of reducing exclusion and for pupils at risk at the various West Berkshire education forums	YJST Teacher and TVP Safeguarding Team	September 2024
Increase the recognition of children on their achievements.	Extend the use AQA awards for children participating in accredited work in the YJST	YJST Teacher	December 2024
Children receive less exclusions and reduced timetables.	To hold quarterly education meetings to scrutinise educational packages.	YJST Teacher/ Service Manager	Quarterly
	To support case workers in ensuring children’s voice is heard when meeting needs	YJST teacher	Ongoing

	around education and learning.		
Ensure all children engaging in PiP support receive a good intervention	Audit and evaluation of PiP interventions	Operational Manager, Teacher and Police	September 2024

**Health**

Outcome sought	Action	By Whom	By When
Develop a shared understanding of the communication needs of the population seen at the West Berkshire and for caseworkers to feel empowered to adapt sessions to the specific needs of the children	Continuing to work towards streamlining processes with Liaison and Diversion.	Speech and Language Therapist	Ongoing
	Communication friendly documentation for children to access information.		March 2025
	Staff training on specific techniques to support children in sessions with particular focus on ADHD, ASD, PDA, Trauma and attachment needs.		December 2024
Identify health inequalities in the children we work with and seek to address these in a child centred way, empowering the child (and family when appropriate) to make positive health choices.	Health screen all children as they enter the service to identify unmet health needs, offer face to face health assessment to all children to directly provide health education and immunisation and when appropriate signpost to other services. Support children to access other health services.	YJST Nurse	Ongoing
	Report to the YJST Management Group on Health outcomes including reducing Health inequalities	YJST Nurse	April 2025
All children to be offered physical and mental health wellbeing support by specialist workers.	All children to be referred to NHS specialist worker to consider their physical and mental wellbeing.	YJST Nurse/ Mental Health Worker	Ongoing

**Strengths based approach**

<b>Outcome sought</b>	<b>Action</b>	<b>By Whom</b>	<b>By When</b>
Reparation placements builds positive experiences and skills for children.	Child First approach to be carried out when researching and obtaining reparation placements, enabling the child to gain skills and experience they will be able to use in the future.	RJVC	Ongoing
To ensure all children are supported through the court processes.	Court officers to ensure child first approach is adopted with all children seen in court.  Court staff to be observed whilst representing YJST in Youth Court.	YJST Court Staff and ATM.	October 2024
Children to be supported to have their voice heard about their experience with the YJST during intervention.	Children and parents are actively approached for their views and experiences while working with the YJST.	Operational Manager	March 2025
	Annual feedback report to the Management Group to consider changes to service provision.	Service Manager	January 2025

**Responding to cohort**

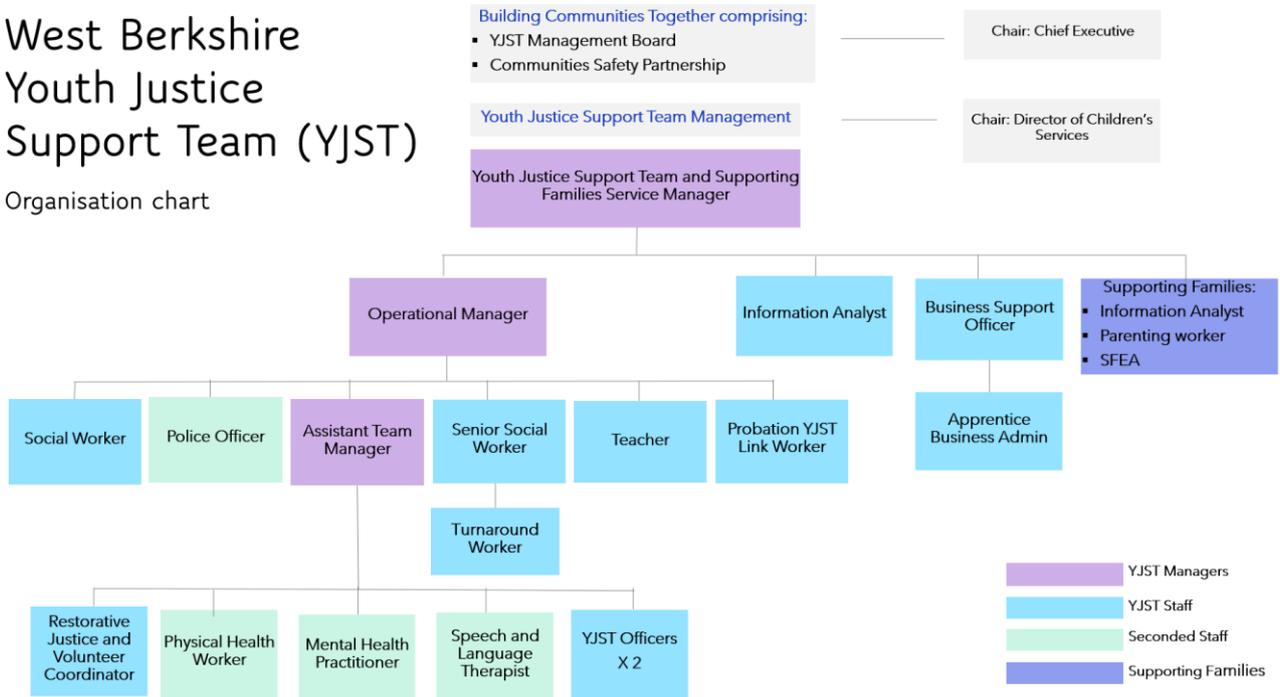
<b>Outcome sought</b>	<b>Action</b>	<b>By Whom</b>	<b>By When</b>
Children can be signposted to community groups and services where they can explore their identity	YJST workers to have a knowledge of and links to community services and agencies.	Diversity Champion	October 2024
Females avoid over criminalisation and do well in West Berkshire.  YJST deliver bespoke interventions/ packages of support to females referred to our service.	Develop and implement an action plan from the 'Female Adolescent Violence' training (February 24).  Continued attendance and contribute to the quarterly 'girls forum' disseminating information / resources and examples of good practice	ATM	August 2024  Ongoing through 24/25

	<p>good practice to the wider team.</p> <p>Annually review Female cohorts data profile.</p>		<p>February 2025</p>
<p>YJST to increase their awareness of violence against women and girls.</p>	<p>YJST officer to disseminate information to wider team. All children to be considered for healthy relationships intervention.</p>	<p>Girls Champion</p> <p>All case holding staff members</p>	<p>July 2024</p> <p>Ongoing</p>
<p>Building and maintaining positive relationships with our Gypsy Roma Traveller families so they can access support</p>	<p>Diversity Champion to attend sites with partners on the health bus</p> <p>Targeted activity event for children</p>	<p>Diversity Champion</p> <p>Diversity Champion</p>	<p>November 2024</p> <p>February 2025</p>

**Appendix One:**

**West Berkshire Youth Justice Support Team (YJST)**

Organisation chart



The YJST consists of 16 female staff and 2 male staff. 16 White British, 1 British Black Caribbean and 1 White Gypsy Roma. 4 members of staff have disabilities.