

Youth Justice Plan

2024 – 2025

Service	Milton Keynes Youth Justice Team
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1. Introduction, vision and strategy

As the Director of Milton Keynes City Council Children's Services (DCS) and the chair of the multi-agency youth justice partnership, I am pleased to set out and endorse our strategic partnership plan for 2024/25.

1. The plan sets out our core achievements over the past year both at a statutory and at a proactive preventative level. Our focus is on remaining child focused, developing the service to ensure all our work is trauma informed and Child First with a focus on diverting young people from the criminal justice system and engaging in positive activities that will improve the opportunities for them to realise their potential. Further, central to our work, is a focus on developing young people's sense of self and instilling positive identity and aspiration to achieve.
2. We believe that the plan evidences the successes and core achievements over the last year. This includes young people in contact with the criminal justice system as both First Time Entrants, for those that have engaged through single or repeat contact with our Youth Justice Service or the range of statutory and community partners, alongside those in contact with our prevention and diversion services.
3. The team are committed to working with partners to achieve the best outcomes for children and young people in Milton Keynes. It is recognised that there has been an increase in Serious Youth Violence (SYV) and partners have worked effectively together as part of Operation Deter to reduce the levels of knife crime within Milton Keynes. Through this we have seen successes working alongside this for young people in ensuring they have access to timely support and intervention which has evidenced a reduction in knife crime across Milton Keynes.
4. The 2024/25 Plan outlines the vision and strategy of the multi-agency Youth Justice Partnership in Milton Keynes and details the focus, priorities and plans for delivery of Youth Justice Services. The Youth Justice Plan has been prepared alongside partners, in consultation with the Youth Justice Strategic Board (YJSB), staff from the Youth Justice and Support Service (YJSS), and children and young people.

2. Local context

5. Milton Keynes achieved City status in 2022. There is a mix of urban and rural areas, with the urban element accounting for 20% by area, but 90% by population. The most recent figures identify the population of Milton Keynes as 287,060 (2021), and it has a proportionately young community, with 45.6% of residents under the age of 35 and 26.1% under the age of 19. Milton Keynes is one of the UK's fastest growing cities and is now the size of a large outer London borough. The population of Milton Keynes has expanded by 18% between 2004 and 2014 and this increase has continued, with a 15.3% increase between 2011 and 2021 (the South East average was 7.5%), and a projection that between 2011 and 2026 the population

will have increased by 24% (compared to 11% growth in England over the same period). The Office for National Statistics estimate that the population will reach 300,000 by 2025.

6. The change in demography amongst the young population is captured in both local and national data. Milton Keynes City Council's report in May 2021 on 'Equality and Diversity in Milton Keynes' highlights the changing demographics and growing diversity, outlining that "the proportion of the Black, Asian and Minority Ethnic (BAME) school population has increased from 31% in 2010 to 45.51% in 2020". These demographic changes are also reflected in the 2021 National Census data which identified that for the youth population White young people made up 60%; Asian young people 14%; Black young people 15%; Mixed (Dual heritage) young people 8% and 'Other' young people are 2% of the population.

A snapshot of the needs of our population:

a) Starting life:

- In 2021, 6.9% of babies born in Milton Keynes had a **low birth weight**. This is higher than similar local authorities (5.9%) based on deprivation but not significantly different from England overall (6.8%)
- Our **breastfeeding** rates (21/22) in Milton Keynes remain high (60.4% at 6-8 weeks after birth) and we compare well against the England average (49.2%)
- Our **vaccination coverage for MMR** (21/22) in Milton Keynes is 87.9%. This is lower than the England average and target of 90%
- **Good Level of Development (GLD)** outcomes for 2023 in MK were 69.8% (national 65.2%). School readiness in November 2023 was 69.7% (national 67.2%)
- **Uptake of two-year-old education** is 81% against 74% nationally (40% most deprived)

b) School aged children:

- In our recent OxWell survey (2023), 27% of young people in Milton Keynes reported they had experienced a **mental health** issue in the previous 12 months. This compares to 25% of young people from a wider sample across England.
- There is an increasing trend around **obesity** in children (in Year 6) with 24.7% of children deemed to have an unhealthy weight (21/22) which is higher than the England average of 23.4%
- The number of families who are supported into accommodation as they are **homeless** (21/22) equates to 16.1 cases per 100 children in Milton Keynes. This is higher than the national average of 14.4 cases per 100 children across England.
- In 2022/23, there were 368 cases open to the council's Targeted Early Help team where the primary reason was recorded as **domestic abuse**

c) Young people and transitions into adulthood:

- Our **teenage pregnancy** rate in Milton Keynes (2021) is 11.9 conceptions per 1000 young people. It has risen slightly compared to 11.2 conceptions the previous year (2020). It remains lower than the England average (13.1)
 - The rate of young people who are **first time entrants into the criminal justice system** in Milton Keynes has consistently declined and continues to compare well against the England average. This equates to 125 cases per 100,000 population in the city compared to 147 per 100,000 across England.
 - There has been a 12.3% **decrease in violent offences** committed by young people between Jan 2021 and Apr 2024. This reduction is directly linked to good multi-agency link up and disruption activity, the ACT NOW programme and PRRE work carried out by the YJS.
 - **Current overall NEET figure** is 3.3% (national 5.2%)
 - **Adult unemployment rate** is currently 3.7% (national 3.6%)
7. Overall, there is positive school age education provision with outcomes for 96% of schools achieving Ofsted rating of 'Good' or better. Alongside the economic success of Milton Keynes, there are areas of deprivation and disadvantage, with Milton Keynes ranking alongside places such as the Isle of Wight and Medway for child deprivation. There is a strong focus on partnership approaches aimed at closing these inequalities regarding health and prosperity across the city. [Milton Keynes City Council Plan](#) gives a high priority to children and the Health and Wellbeing Strategy ([Health and Wellbeing Strategy 2018-2028](#)) (sets the course for further improvement with strong multi-agency sign up.)
8. Further details on the population and needs of children and young people in Milton Keynes can be found by visiting our [Joint Strategic Needs Assessment website](#).

3. Governance, Leadership and Partnership Arrangements

9. Governance of local youth justice arrangements is delivered through a multi-agency partnership attended by the Chief Executive of the Local Authority and, at a minimum, comprising senior representation from the Police, Health (CCG), Probation, Local Authority (principally Children's Social Care, Public Health and Education services); with these agencies additionally being charged with financially resourcing the Youth Justice Support Service and providing staff. In Milton Keynes, the local governance group is known as the Youth Justice Strategic Board (YJSB). The YJSB is chaired by the Director of Children's Services. The board receives regular performance reports and budget information. We have embedded a greater voice for

the wider community with the introduction of a Community Volunteer representative and the inclusion of the Chair of the Youth Panel as a core member of the YJSB. (Appendix 1 shows membership of the board with Appendix 2 showing attendance rates).

10. We retain and grow strong representation at YJSB from a range of partners who continue to be committed to sharing their knowledge, skills, time, and experience which has continued to contribute to the effectiveness of the service. We consider the quality of the leadership, management and governance demonstrated by the YJSB helps bring stronger scrutiny and improved innovations and investment to ensure the best service for our young people. Our focus on the delivery of multi-agency community-based prevention programmes, alongside targeted, highly specialist interventions, has enabled us to achieve the outcomes that we can be proud of.
11. In January 2024 the Youth Justice Service was consulted on a restructure. As part of the restructure and to support further efficiencies the Head of Youth Justice role was deleted, and the service was aligned under the newly created Head of Service for Quality Assurance, Performance and Youth Justice. This role has reach across Childrens Services allowing for effective integration of the YJS among wider support systems and quality assurance processes. The current YJS Head of Service is employed by Milton Keynes City Council and is managed within the Children’s Services Directorate by the Assistant Director of Children’s Social Care who in turn reports to the Director of Children’s Services. The Head of Service also has responsibility for Safeguarding and Performance within Milton Keynes Children’s Services.
12. The YJS is made up of Head of Service, 1 x Operational Manager, 1 x Deputy Manager, 2 x Senior Officers, 10 x YOT Officers, one of whom has lead responsibility for victims and family support, a seconded Police Officer, seconded Probation Officer, seconded CAMHS worker, 3 x Speech and Language Therapists (SLT) (providing 9 days) Business Support manager, 3 x Business Support Officers and volunteer members who cover the appropriate adult and panel member roles. Appendix 3 shows our current structure and Appendix 4 breaks down the characteristics and diversity of the team. The YJS also has responsibility for Milton Keynes Youth Drug and Alcohol Solutions Team. Across the service there has been greater changes in staffing than we have seen in previous years, most of this is accounted to fixed term contracts coming to an end, or individual staff sourcing other employment before their contract has fully ended. We are aware as a service the current demographic of our staffing team is not fully reflective of the cohort of young people we are engaging; we are focused on addressing through ongoing recruitment processes. (See appendix 3 and 4 for staff chart and diversity breakdown).

Partnership Arrangements

13. The Youth Justice Service has an informal reporting line to the Community Safety Partnership – Safer MK. The Chief Executive and Lead Cabinet Member also receive regular service updates as required, as does the Local Police Area Commander.

14. The establishment of the MK Together Board, alongside the Health and Care Partnership and Community Safety Partnership, is part of partnership arrangements created to ensure a more streamlined and closer alignment of boards to avoid duplicated work streams.
15. **The table below highlights meetings and Boards attended by the service reflecting the level of scope of the partnership work in place:**

Meetings attended by HOS	Meetings attend by managers and other staff of YJS
Advisor on Safer MK (community safety) Partnership Board	Attendance at the Contextual Safeguarding Board (CSB)
A member of the MK Together Risk Board which identifies new and emerging areas of risk and exploitation and responses. The Risk Board has oversight of case-based panels (Channel, CSB, Vulnerable Adults / Children, MARAC, etc.).	Core member of the regular Joint Decision-Making Panel with the Police, CAMHS / Liaison and Diversion and the Professional Lead for Missing and Exploitation considering Out of Court Disposals (OOCB).
Attendance at the South-East Region and Thames Valley YJS Head of Service Meeting	Members of the Association of YOT Managers
Member of the Thames Valley Together Programme Board	YJSS Operational Manager co co-ordinates the MK Harmful Sexual Behaviour (AIM2 / AIM3) Pathway which is delivered via a multi-agency team.
Member of the Local Criminal Justice Board, representing the nine Thames Valley YOT managers.	Co-chairs Contextual Risk Panel which is a multi-agency panel to review all high-risk cases across Youth Justice Service and the Contextual Safeguarding Service.
Member of the Channel Panel	Attends the Contextual Safeguarding Panel to review cases which are brought for consideration to be opened to the Contextual Safeguarding Team.
Member of the Assurance Board	Standing member of the Schools Behaviour Partnership alternative education panel and is able to influence discussions on appropriate education provision.
Member of the Legacy Panel	A multi-agency group scrutinising Part Time Timetables that have been in place for longer than six weeks to ensure appropriate steps are

	taken to re-engage children in full-time education.
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16. In addition to the statutory partners and linkages identified above, the Youth Justice Service has wider partnership arrangements with – Primary, Secondary and Special Schools; HMCTS, Youth and Crown Court; Speech and Language Therapy (SLT); Special Education Needs and Disability (SEND); Education, Sufficiency, Access and Attendance; Youth Information Advice and Guidance; NHS England Health and Justice; Thames Valley Police Violence Reduction Unit, Problem Solving Team, YMCA and SOFEA, alongside a range of other partners.

4. Progress on priorities in previous plan

17. The YJS in Milton Keynes have continued to look at how the service can develop and ensure positive outcomes for young people. The service is under constant review to consider where we are making progress and measure our outcomes through the YJSB.
18. **Below is a summary of the planned targets from our previous plan of 2023/24 and a summary of progress made.**

Target	Progress made
Further developing assessment practices and intervention, risk and vulnerability planning through staff training.	Assessment and Planning training was held in March 2024. Feedback from the training was positive with staff feeling that had a clearer understanding of how each of the sections of AssetPlus interlink to ensure that the child’s story is accurately recorded and clear analysis of desistance factors and planning to support desistance takes place. We are currently using a staggered approach to implementing the new approach and utilising further bite size training sessions to ensure consistency across the service. Improved consistency of quality of assessment and planning will ensure that young people’s needs are accurately identified and assessed, and appropriate interventions delivered to support desistance alongside ensuring risks to others are also accurately assessed and planned for.
Developing a multi-agency sexually harmful behaviour (SHB) pathway including, developing a training package to be delivered across the partnership, to address the full spectrum, from awareness through to specialist assessment and intervention.	The pathway is currently in development with the first panel to be held at the end of June. Training is being delivered to both YJS staff and wider Children Services to undertake AIM 3 assessments and interventions in June and July 2024. Alongside this is ongoing development of the pathway to ensure staff have training around understanding sexual harmful behaviour and how to respond to concerns as well as oversight of tier 3 and 4 referrals.

<p>Developing the deferred outcome methodology (linked to National NPCC Guidance on Outcome 22) to ensure more opportunities for young people not to be drawn into the formal Youth Justice System and to be offered appropriate interventions whilst avoiding the stigmatisation of being criminalised.</p>	<p>We are seeing increased use of Outcome 20 and are currently liaising with Thames Valley Police regarding the use of Outcome 22.</p>
<p>Developing multi-agency workshops to provide training around the inter-related complexity of serious youth violence and it's overlap with inter-group conflicts including county drug lines, organised crime groups, gang membership and knife crime. Developing Exploitation training to be delivered within YJSS, CS Team and to wider Children's Social Care Staff to upskill practitioners in Exploitation</p>	<p>The Professional Lead for the Contextual Safeguarding Team has developed on-going workshops which are being delivered across the local authority. Individual areas have identified staff to become exploitation champions who will attend regular workshops and training to understand current patterns, trends and responses to concerns regarding exploitation and serious youth violence, this training can then be disseminated amongst individual teams by the champion lead for each area. This work is being led by the Contextual Safeguarding Team, however staff within youth justice will be active participants and will ensure that the service are updated with key information which will help inform needs and risk assessments and better engage young people directly involved in risks outside of the home. This area of work will be reviewed under the forthcoming JTAI inspection into Serious Youth Violence. MKCC are currently undertaking self-audits of cases identified to be involved in or at risk of serious youth violence to identify trends, patterns and contexts, alongside areas of good practice and areas for improvement.</p>
<p>Implement reflective peer supervision</p>	<p>Staff now have access to group Clinical Supervision which is held every 3 months for the team alongside access to 1-2-1 Clinical Supervision.</p>
<p>Use of case formulation methodology including greater staff insight into the 4 P's (Predisposing, Precipitating, Perpetuating and Protective) to increase our understanding of a child / young person's journey and offending history and to better inform risk and vulnerability management.</p>	<p>The use of case formulation was considered however MK YJS has access to a complex case forum where complex cases can be discussed with a psychologist alongside SLT's and case officers. The review of high risk cases now takes place using a multi-agency meeting which includes representation from Children's Social Care, Health, Contextual Safeguarding, Education, Police and YJS. Staff have reported finding a multi-agency review of risk management beneficial ensuring that risk are not held by one single agency and that responses are multi agency. A recent review of the process has identified the need to review individual cases to see what has worked well from the risk meeting and where improvements can be had and this will be implemented as part of the ongoing development of this meeting.</p>
<p>Embedding a trauma-informed approach to all aspects of youth justice support and supporting</p>	<p>We have a CAMHS practitioner based within the service so our young people who we are aware have</p>

<p>the partnership to develop their trauma-aware and trauma-informed approaches</p>	<p>likely experienced significant trauma can receive timely emotional wellbeing support. Recent AssetPlus training has also reiterated a strengths-based approach to assessment in line with trauma-informed approaches. Staff continue to discuss and review both individual and service practice to reflect a trauma-based approach and this is supported within the clinical supervision sessions and case supervision.</p>
<p>Explore options with health partners to address the current key gap around physical health assessments and interventions for young people involved with the service.</p>	<p>This area continues to be explored and consideration is being given as to how best this gap in service can be met alongside health colleagues. The focus of this role is to explore and address the needs of young people who have been harmed due to contextual safeguarding concerns such as young people who are victims of criminal and sexual exploitation and the specific health related concerns due to this, for example associated risk concerns for young people who have been concealing drugs within internal cavities.</p>
<p>Revising and reinvigorating the role of the ETE Co-ordinator we are looking to bring stronger focus to ensure greater support for children to access appropriate education, training or employment.</p>	<p>The ETE Co-ordinator role is currently vacant, the role is being reviewed with education services within the local authority to explore whether there are aspects of the role which can be supported by existing services.</p>
<p>Creating a resilient workforce, maintaining and rewarding the workforce and improvement in the diversity of the staff team better representing the changing demography of the young City population.</p>	<p>A resilient workforce is supported by ongoing training both in house and externally to ensure staff feel empowered and well informed on how best to engage our young people and also have opportunity to both personal and professional development. We have regular team meetings and access to clinical supervision alongside regular one to ones which provide staff with the opportunity to reflectively look at practice both individually and as a team. Recruitment of staff in Milton Keynes is responsive to need. Recruitment goes through the senior leadership team to ensure that posts are reviewed for need and efficiency. Milton Keynes City Council pay competitive rates and have a wide range of benefits and where possible staff are recruited into permanent posts which are more attractive and offer job security. Recruitment is shared on social media and within the council itself, further work is required to try and target specific groups to ensure we have a good representation of candidates applying for positions. This will be further addressed within the work around disproportionality that we will undertake in the upcoming year.</p>
<p>In collaboration with the Education Psychology Service and the Cambridge University Institute of Criminology we are completing research into our PREE project, to highlight the specific risks</p>	<p>The initial content of this report have been shared with the YJS, the Cambridge University Institute of Criminology are in the process of finalising their report which is due to be completed by the end of the</p>

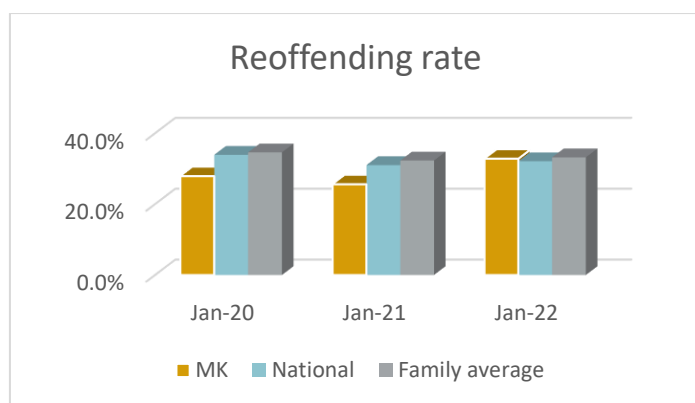
<p>around children being drawn into offending and criminal exploitation linked to unrecognised SLCN and SEND.</p>	<p>summer indicating the high prevalence of young people with unidentified Speech and Language and Communication needs at point referral and the challenges they face in regard to being vulnerable to both criminal and sexual exploitation and Serious Youth Violence.</p>
<p>With secondary schools and partners, there is a need to continue to address the issues related to attendance at school and access to appropriate timetables and levels of individual support that meets their needs to reduce the risk of children getting involved in offending behaviour or being exploited.</p>	<p>We have seen improvements in the number of young people being subject to part time timetables. Data analysis shows that from March 2023 to March 2024 the number of young people in our cohort attending 0 hours education has improved by 17% and the number of young people engaging with full time education has improved by 6%. Where young people are placed on part time timetables, staff continue to ensure appropriate challenge to provisions in line with Milton Keynes City Council's policy on Part Time Timetables – Partnership Engagement and Escalation. The appointment of an Education, Training and Employment Officer is also being explored to ensure specialist oversight and challenge as well as supporting those young people not in full time provisions. The ETE figures are consistently reviewed at YJSB and MKYJS are participants at both the Education Access Panel and Legacy panels to ensure appropriate challenge and support for those not receiving full time provision.</p>
<p>To explore opportunities for children aged over 16 who have offended to achieve greater access to employment, training and education opportunities, through collaborative work with relevant partners including Young People's Careers Information Advice and Guidance, Milton Keynes College, other local providers, and employers.</p>	<p>Our post 16 cohort's engagement in post 16 provision has improved from 2023-2024 with a reduction of 17% in those attending 0 hours and an improvement of 1.4% engaging in 16+ hours provision. We continue to have dedicated access to an Information, Advice and Guidance officer to work with the 16+ cohort within Milton Keynes.</p>
<p>Maximise opportunities for improvements for children, and Participation by:</p> <ul style="list-style-type: none"> • Reviewing current examples of good practice in the area of engagement and participation and co-production across YOT's / Youth Justice Services in England and Wales with a view to bench mark our current approaches, • Reviewing current practice and identifying any key learning opportunities to further develop this key area of work within the service. 	<p>This year we have continued to offer 'Where 2 Now' sessions to young people at the end of their interventions, young people complete a survey with an independent youth worker and the information of which is then used to inform the board regarding areas of strength and concerns across partnerships.</p> <p>During our latest round of recruitment, we also involved a young person in the interview process, this gave an invaluable insight in to how potential worker engaged with young people and the views of the young person were included in the final scoring.</p> <p>The area of participation is an area we are keen to continue to grow and 2024-2025 will focus on this as a priority.</p>

5. Performance over the previous year

KPIs:

1. Reoffending

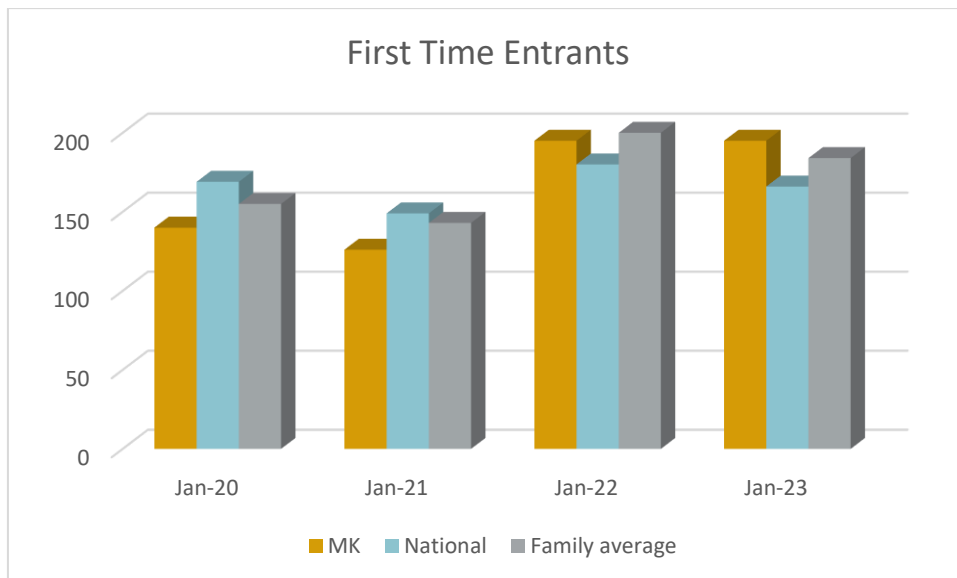
Target Reoffending rate is <30%



Our reoffending rate target will continue to be <30% for 2024/25. As identified in the above chart, our reoffending rate has continued to rise and now is more in line with our national and family averages. It is likely that Covid and an increase in serious youth violence have contributed to these figures and we continue to work with partners to reduce re-offending amongst our current cohort.

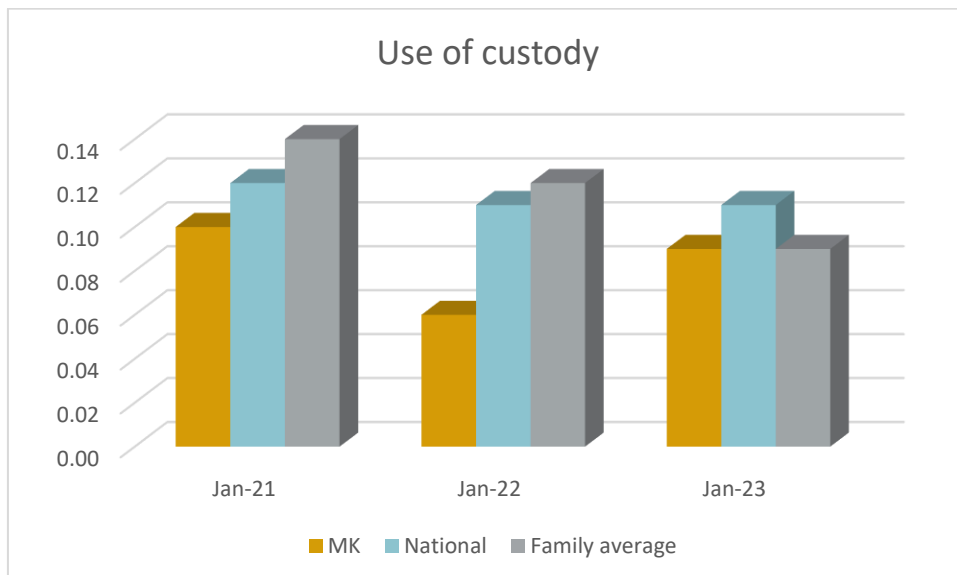
2. First Time Entrants (FTE)

Our FTE target continues to be <140. Our data has shown that our numbers have remained the same from 2022-2023 with our current figures showing 195 per 100,000, with a draft figure of 183 for 2023-2024. We have seen a reduction in the number of Out of Court Disposals (OCD) being issued, with an increase in community resolutions being issued across one quarter which did not continue. We continue to work closely with police partners to ensure a balance between victim-led policing and child first outcomes and are working with Thames Valley Police to introduce the use of Outcome 22 as alternative to formal outcomes where appropriate.



3. Custody

Our custody target continues to be <0.2. within Milton Keynes as we continue to be able to effectively manage young people on community-based interventions with no young people being sentenced to custody in our last 2 quarters. We endeavour to ensure that young people are advocated for appropriately and good quality risk assessment ensures that, where necessary, appropriate bail packages are presented to the Courts as a direct alternative to remands. Our intervention is effective in both our low custody rates and high levels of engagement and successful completion of Orders and bail packages.



The YJB have introduced new KPI's which we currently do not have all the data sets for, however the below shows the KPI's and current draft data for Jan-March 2024 that we review.

KPI – 1- Accommodation

- a. The type of accommodation at the order start, end and (if applicable) release from custody.
- b. The suitability of the accommodation.

Accommodation type:

Total interventions	Home		Supported accommodation		Friends / Relatives		Other	
	At start	At end	At start	At end	At start	At end	At start	At end
31	29	28	0	2	1	1	1	0

Accommodation suitability

Total interventions	Suitable		Not suitable		Unknown	
	At start	At end	At start	At end	At start	At end
31	26	30	1	0	3	1

The current data shows that of the 31 interventions ending during Jan – March 2024, we ensured we were able to suitably assess accommodation suitability by the end of intervention in all but one case.

KPI-2 – ETE, the requirements for cases ending in the last quarter are;

- a. The number of cases in full-time ETE at order start, end and (if applicable) release from custody.
- b. The number of cases in part-time ETE at order start, end and (if applicable) release from custody.
- c. The number of cases not in ETE at order start, end and (if applicable) release from custody.
- d. The number of cases in suitable ETE at order start, end and (if applicable) release from custody.
- e. The type of ETE for the above.

This new data set has yet to be compiled. However, we can see that across 2023-2024 the service has continued to work to improve outcomes for young people and we have seen improvements in both school age and post 16 engagement in full time provisions.

KPI-3 – SEND, the requirements for cases ending in the last quarter are;

- a. The number of cases identified as having SEND at order end.
- b. The number of these having a formal plan in place.
- c. The number of these having suitable ETE at order end.

Interventions ending	YPs with SEND	Plan in place	% with plan	Suitable ETE offered at end	Suitable ETE attended at end
31	6	6	100%	2	2

KPI-4 - Mental Health & Wellbeing

- c. The number of cases receiving treatment before coming on the YJS caseload.
- d. The number of cases screened as having a need.
- e. The number of cases offered an intervention (differentiated by level of support).
- f. The number of cases receiving an intervention (differentiated by level of support).

KPI -5 - Substance misuse

- g. The number of cases receiving treatment before coming on the YJS caseload.
- h. The number of cases screened as having a need.
- i. The number of cases offered an intervention (differentiated by level of support).
- j. The number of cases receiving an intervention (differentiated by level of support).

Total interventions	Mental Health referral		Substance misuse referral	
	Already receiving treatment	Referred during intervention	Already receiving treatment	Referred during intervention
31	2	5	2	14

The above table demonstrates the number of referrals being completed to services whilst young people are open to our service. In regard to both mental health and substance misuse the data shows that a very low number of interventions ending were already open to appropriate services when they become open to the YJS. Our direct links to inhouse provisions ensures that we are able to access services timely and efficiently and avoids where possible further delays for young people.

KPI – 6 - Out of court disposals

- k. The number of cases completing an intervention.

O OCD interventions ended	Successfully completed	Percentage
11	10	91%

The data above demonstrates MKYJS ability to effectively engage young people in interventions with a 91% success rate in completion of O OCD’s.

KPI-7- Wider services

- l. The number of cases at order end who are a currently care experienced child.
- m. The number of cases at order end who are on a Child Protection Plan.
- n. The number of cases at order end who are a current Child In Need.
- o. The number of cases at order end who are on an Early Intervention Plan.
- p. The number of cases who were open to Early Help before coming on the YJS caseload.
- q. The number of cases at order end who were referred to Early Help services.

Interventions ended	Legal status at intervention end			Early Help engagement		
	CIN	CPP	LAC	Open at end	Open before	Referred
31	4	0	3	0	1	0

The above KPI helps us to look at the histories of our cohort and working alongside Children’s Social Care (CSC) we will continue to review this data and assess ways of ensuring that those open to CSC are receiving appropriate levels of support before coming into the YJS.

KPI- 8 (see Appendix 2)- Management board attendance.

- r. Attendance by senior partner or delegated person for;
 - i. LA children’s social care
 - ii. LA education
 - iii. Police
 - iv. Probation
 - v. Health and
 - vi. Other.

KPI – 9 - Serious violence

- s. This data will be provided by YJB from the data we already submit and looks at the number of serious violence offences per 1,000 of the youth population.
- YJB data shows that for quarter 3 of 2023 / 2024 that we had 7 offences which gives us a rate of 22 per 100, 000. From analysis of our own data and looking at offence types of intervention we are aware that violent offences continue to be the most prevalent offences being committed. We continue to work to address this through our ACT: Now project, Early Support Programme and PRRE work alongside close overview and planning with key partners including Thames Valley Police, Health and Education.

4. Victims

- t. The number of victims who consent to be contacted.
- u. The number of victims who were engaged.
- v. The number of victims asked for their views prior to out-of-court-disposal decision making or planning for court-imposed orders.
- w. The number of victims who request information about the progress of the case.
- x. The number of these who are given the information.
- y. The number of victims who ask for additional support.
- z. The number of these given that support.

Our in house Victim Liaison officer continues to contact all victims who have consented to share their details. Of those victims contacted in the last quarter (Jan-March 2024) 32% agreed to receive a form of indirect reparation which was an increase of 13% on the previous quarter. Of the 40 cases in both the last quarter and the previous quarter 63% had given consent to their information being shared.

5. Local performance data

19. The Early Support Project forms part of the wider Youth Justice and Support Service and focuses on Diversion and Prevention work including work completed under Achieving Change Together – Now (ACT-Now), our knife crime pilot in Milton Keynes, and our Speech and Language Therapy Project in primary and secondary schools.
20. We work towards our local KPI target of not exceeding 5% re-offending rate (over a rolling two-year period) with all children and young people who engage with the Early Support Project. We have not exceeded 4% since the project came online in 2018.
21. We have continued to maintain a low re-offending rate throughout the entire project, and this is currently at 1.38%. This is reflective of our relationship-based approach ensuring that young people are engaged in their plans and building on areas that they want to work on, alongside ensuring young people have quick access to holistic assessments which identify underlying speech, language, communication and health needs.
22. Our Early Support Work is imperative in diverting young people away from the YJS and reducing first time entrant numbers. Some long terms and short-term staff absences meant that during 2023-2024 we had to reduce the offer available due to capacity, however the concerted efforts made to address challenges will mean that during 2024-2025 we will be able to continue the Early Support Service.

6. Risks and Issues

23. In Milton Keynes YJS we regularly review our current service challenges and risks through our quarterly YJSB. We recognise that over the last four years incidents of Serious Youth Violence has increased with Knife Crime in Milton Keynes becoming a key area of concern in particular during the period of 2022-2023. Working alongside partner agencies including the Office of the Police and Crime Commissioner and Thames Valley Police, we implemented the, (Achieving Change Together), ACT: Now programme to ensure a swift response to young people brought into custody for knife related offences and offer a programme of interventions to reduce the risk of further serious youth violence and address any underlying risk factors. This pilot has been successful in reducing the level of knife crime alongside Operation Deter lead by Thames Valley Police within Milton Keynes. Due to the success of the ACT: Now programme here in Milton Keynes and in Slough this initiative has now been rolled out across Thames Valley. MK YJS continues to complete serious incident notifications for all relevant incidents and has contributed to a number of serious case reviews for which the learning is shared across children's social care.
24. In 2023/2024 we reported two Serious Incident Notifications involving five young people. In both incidents the young people involved had extensive children social care involvement and there were significant concerns re exploitation and serious youth violence. Both incidents involved group assaults against the victims. Work continues to be developed across the

Youth Justice Service and Contextual Safeguarding Team to ensure we are able to map concerns around contexts, including locations and groups, and we continue to work closely with Thames Valley Police to look at measures of disruption alongside working with our Act: Now programme to respond at the earliest opportunity to reduce the risks around young people involved in knife crime and serious youth violence.

25. Milton Keynes is a fast-growing city and therefore population growth is a factor in future planning for YJS. As documented within the local context section of this plan, Milton Keynes has a young population with 45.6% of residents under the age of 35 and 26.1% under the age of 19. This element is considered throughout the local authorities plan in terms of ensuring that as the city expands there are the right resources in place to meet the needs of our young people.
26. In terms of resources, one area which we identified was directly impacting on the future opportunities for our young people was access to ADHD assessments through CAMHS. We have an in-house CAMHS practitioner who was funded within the service for 4 days a week. We were aware of the impact of waiting times for young people open to YOT who required an ADHD assessment, and a proposal was made for these young people to be referred directly to our in-house worker for these assessments to be completed. This was agreed and since December 2023, 7 assessments have already been completed.

The table below shows areas of considered risk and responses to these risks by MKYJS:

<u>Key risk to service delivery</u>	<u>Action to be Taken / Actions Undertaken to reduce / prevent risk or issue</u>
<ul style="list-style-type: none"> • Future budget settlements, including changes in national funding arrangements, will have a significant impact on the ability to provide the range of services and intervention required in Milton Keynes to meet national standards and reduce first-time entrants, re-offending, and use of custody. Funding may also be reduced if youth justice is not considered a priority by local partners including the Office of the Police and Crime Commissioner. There are a number of areas within the service that are largely funded through a series of external time limited grants. A considerable proportion of these deliver what has become core components of our work with significant benefits. However, the nature of this model carries several risks around service resilience because of the wider uncertainty of continued funding. These include Early Support Project (ESP); Promoting Reintegration and Reducing Exclusion (PRRE); 	<ul style="list-style-type: none"> • To address these issues, we have collected and evaluated data to evidence the benefits of the outlined projects, and this has been utilised consistently in further bids for on-going grant funding to maintain these services. In addition, we continue to highlight the benefits of the services with the wider Youth Justice Partnership through the Youth Justice Strategic Board, Community Safety Partnership and other multi-agency partnerships to ensure that opportunities for mainstreaming any of the funding arrangements can be considered and implemented where feasible.

<p>ACT: Now; Turnaround and Youth Resilience Project (YRP).</p> <ul style="list-style-type: none"> • Health Provision: Whilst the YJSS has benefited from CAMHS provision (funded by the ICB) and Speech and Language Therapists (funded by NHS England Grant Funding; SEND and Turnaround) there remains a significant gap in provision around access to physical health assessment and interventions for the highly complex cohort of children that the service currently works with. • Increased demands across the service due to staff absence. • Increased peer conflict: It has been recognised that there has been a significant increase in peer conflict / intergroup rivalries which are displayed both within our Court settings and within the City of Milton Keynes. This had an exponential impact on the necessity for single agency and multi-agency risk management planning in order to ensure both the safety of young people and staff as well as members of the public. One of the challenges of the consistently evolving risk picture is around the dynamic nature of a number of the groupings in Milton Keynes which contrary to normal expectations of gangs / groups appear to shift allegiances in very short time frames, meaning that real time intelligence gathering, analysis and response is crucial but challenging to ensure effective risk management. 	<ul style="list-style-type: none"> • This is the subject of ongoing discussion with health partners with a view to resolve this significant gap in provision. • We recognised that there has been ongoing concerns re: staff absence. It is recognised that within this field of work there is a high level of secondary trauma due to the nature of the work. To support staff, we have introduced group clinical supervision and staff also have access to individual clinical supervision and access to Employee Assist Programme. As a service we are ensuring that Milton Keynes City Council policies are followed regarding absence monitoring and review and support is provided where necessary. We are ensuring that where possible team meetings are held in person and that all staff have access to regular case supervision and 1-2-1's. In the latest staff surveys, staff across Children's Social Care reported feeling supported by their line managers. • To address this, we continue to work effectively with our partner agencies alerting them to known risks of conflict and putting in place appropriate risk management arrangements including, moving Court hearings, utilising the support of Thames Valley Police (TVP) colleagues to provide additional safeguarding within the Court environment, along with real time recording of 'non association' flags on Child View to minimise risks around known individuals in conflict. A key factor in all of these arrangements is the ability to benefit from real time access to police intelligence systems. Whilst we have an increasing youth population, as the population of Milton Keynes is growing at a significantly faster rate comparative to other areas across the UK, we currently only have access to one YOT PC who is a temporary replacement covering the role on a short-term basis. To address this issue, we are exploring the Police allocation to ensure a substantive role is in place and whether additional resourcing can be applied reflecting the increased demand for Policing in Milton
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<ul style="list-style-type: none"> • Increase in 1st time entrants. • Increased re-offending rate. 	<p>Keynes recognised as part of the Thames Valley Police Force Review and reflected in the upturn and increasing complexity of the current offending picture. We have established fast responsive intelligence sharing with the Harm Reduction Team within Thames Valley Police (TVP) through a shared Teams channel. This allows for daily responsive communication between TVP, YJS and the Contextual Safeguarding Team within Children’s Social Care. We have also established a Multi- agency Contextual Risk Panel, where all high-risk cases from both YJS and contextual safeguarding team are reviewed to ensure effective plans are in place. Staff are also present at daily management meetings for TVP so we are aware of any emerging concerns.</p> <ul style="list-style-type: none"> • YJS will monitor the performance and referrals to Out of Court interventions through the Joint Decision-Making Panel. We will ensure regular review of 1st Time entrants data is reviewed at MKYJB. Continue to work with Thames Valley Police regarding use of Community Resolutions and Outcome 20/22. • Deep dive analysis of young people who have gone on to reoffend in last cohort to ensure lessons learned can be reviewed and any actions implemented. Continue to use the projected data to review any predicted increases.
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7. Child First

27. The Youth Justice Service has implemented the four tenets of the Child First principles into practical service delivery.
28. Child First principles are integrated across all elements of the Youth Justice Service, including statutory case work and within the Youth Diversion and Prevention Service. Child First and Strengths-Based training has been delivered to YJS staff to promote the tenets associated within the approach and to develop staff knowledge, skills, and confidence within this area.

We have integrated the Child First Principles in the following ways:

- a) 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.

29. This is captured within AssetPlus assessments and plans across all statutory, diversion and prevention work. AssetPlus is used to ensure that all areas associated with strengths, needs and risks are holistically identified and understood so that interventions are child-focused and developmentally informed. All children and young people are offered a Speech, Language and Communication Needs (SLCN) assessment and this informs the developmental approach adopted by YJSS staff to support the child's understanding. Interventions are delivered to children and young people alongside addressing structural barriers (e.g., housing / education / health needs) to ensure that a parallel approach is adopted to addressing the needs and risks of children. ADHD assessments are now completed where appropriate by the in house CAMHS practitioner which ensures young people get a timely screening, and where appropriate, assessment.

- 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.

- All work across the service has a focus on supporting children and young people to lead safe, healthy, and pro-social lives. Within this, supporting young people to become stakeholders in their local communities and increased social capital is key. Intervention plans are balanced to reflect the needs, risks, and strengths of young people with a focus on moving young people towards a brighter future where they can get their needs met without involvement in offending or anti-social behaviour.

- c) Encourage children's active participation, engagement, and wider social inclusion. All work is a meaningful collaboration with children and their carers.

- Young people and their parents are encouraged to actively contribute to the creation and review of their intervention plans, and they also provide independent feedback at the end of their interventions so that this can be used to improve practice and service delivery. We use the Participation and Engagement Team that was developed in 2021 to discuss the young person's feedback so that this is independent and not completed by a member of the Youth Justice and Support Service.

- Within our Out of Court Disposals Policy, we obtain regular feedback from young people, parents, and stakeholders in order to inform our annual review of policy updates so that it improves the service as a whole and addresses any wider and systematic challenges that need to be addressed.

d) 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:

- The Youth Diversion and Prevention Service actively promotes pre-emptive prevention and diversion and seeks to minimise criminogenic stigma from contact across the system. Children and young people can receive an early intervention service from the Diversion and Prevention team via several pathways that have been created to ensure that we are working 'upstream' to identify young people at the earliest point. Within our Prevention service offer, we have developed the Promoting Reintegration and Reducing Exclusions (PRRE) Speech and Language Therapy project with primary and secondary schools. This project enables participating settings to refer children and young people for a Speech, Language and Communication Needs (SLCN) assessment should the child be at greatest risk of school suspension or a move to alternative education. Offering a fast-tracked SLCN assessment with one of our three Speech and Language Therapists works towards identifying previously unidentified needs and supporting the setting to instigate alternative approaches to support the child further. The ACT: Now project offers young people contact within police custody following arrest for knife related offences. A voluntary intervention service is offered which can help young people identify risks and strengths and build upon these to reduce risks of further arrest or incidents which may lead to convictions. Current liaison is taking place with Thames Valley Police regarding the use of Outcome 22 where appropriate for these young people.
- MK YJS has managed the Youth Resilience project. The Youth Resilience Project provides a positive relationship between the Mentor and Mentee to allow the young people to build resilience to tackle past, current, and future adversity. The YRP works to prevent young people from becoming involved in youth violence, crime or being exploited and support those who have found themselves in difficult situations that they need help to get out of. The YRP project will be coming to an end in September 2024 and the YJS will refer to community-based mentoring projects who have good links within the community and can continue working with young people beyond the age of 18.

Voice of the child

Please add any other information you would like to share regarding your time with the YOT.

It's been really good. People know I am not a naughty kid now. I think what I am doing now and I don't do the things I did before so it has helped me.

Every session was helpful, talking about how things are day to day and then taking advice.

Please share an example of the most helpful thing the YOT did for you?

...Working with the drug and alcohol team – they gave me advice and I liked working with Alice

e) Children engaged with the YJS are encouraged to participate by:

- Being actively involved in the creation of, and reviewing of, their intervention plans.
- Providing feedback following initiatives or activities, in order to inform and steer improvements to the service.
- Within our Speech and Language Therapy project in schools (PRRE), at the end of a completed intervention, our Speech and Language Therapists obtain feedback from children and young people (where they have wanted to contribute), parents / carers (where appropriate) and other stakeholders including school staff. Comments are captured on a short feedback form that is attached to the child / young people's Child View record.
- Involvement with interviews for recruitment of new staff.
- Involvement within research projects.

30. In 2021 we introduced independent evaluation using the Participation and Engagement Team of Youth Workers. At the end of every intervention, young people are given the opportunity to meet with a participation worker, independent from the Youth Justice Service, to complete a questionnaire on their experience during their time with YJS and also their experience of partner agencies. This service has been expanded to meet with all young people who engage with our Early Support Project. Latest data shows that the overall feedback from those working with YJS is positive, with 91% of respondents reflecting that their experience was okay, good, or excellent, with 58% reporting the experience was excellent. This was an increase from last year, which showed 85% overall as okay, good or excellent and 82% the year before that. MKYJS continues to embed a Child First approach, ensuring that officers are responsive to young people and are actively invested in supporting young people. The service provides young people with consistent adults who they can build

trusting relationships with and who provide open and transparent responses to. This approach is shown from feedback from young people to provide positive outcomes.

31. The OOC and Custody, Resettlement and Transitions policies also include evaluation feedback forms from both young people and their parent / carer as well as professionals involved. The information from the evaluations is presented to YJSB on a quarterly basis for review and feedback and this provides an opportunity for all members to analyse the data produced and look at good practice examples and areas for improvement. The information received from this feedback is used to inform individual staff / team and service development. Young people open to the service have also attended and contributed to staff and volunteer training events.
32. As well as the voice of young people, parents / carers views are sought through the use of the self-assessments. Parents who also attend group work interventions are also provided opportunities to complete an evaluation questionnaire. The views obtained are used to inform plans and policy changes.

8. Resources and Services

33. At present we have yet to receive our confirmed contribution from all partners including confirmation of the YJB grant.
34. Currently the YJSS management team directly responsible for the Youth Justice Service consists of the Head of Service, two YJSS Deputy Managers, two Senior YOT Officers and a Business Support and Information Manager.
35. In total there are 31 Practitioner and administrative staff (27.28 FTE).
36. As part of the YJS staffing team some members of staff are qualified Social Workers. In addition to 10 YOT Officers, the service also includes a seconded Police Officer, a CAMHS senior mental health practitioner, a Family Support and Intervention Co-ordinator, victim liaison officer and 3 Speech and Language Therapists. In addition, we have a full time PhD Student Speech and Language Therapist, placed with the team for the next 3 years, undertaking research on effective interventions with children with Developmental Language Disorder in the Youth Justice System
37. The above includes 3 YOT Officers delivering the Achieving Change Together – Now (ACT-Now) knife crime pilot that was launched on 3rd January 2023 in partnership with Thames Valley Police to address knife-crime across Milton Keynes. We have recruited one of these YOT Officers to 37 hours 'core hours' post, and the other two YOT Officers on 32 hours per week each, who will be operating mainly outside of core hours from 4pm-10pm daily and from 9am – 10pm on Saturday and Sunday. This is to ensure that between the three they can engage within 90 minutes, 7 days a week, with children in Police Custody arrested for knife carrying offences. The pilot has been funded by the Office of Police and Crime Commissioner (OPCC). This was initially funded for 12 months but was extended and due to success of the

project has been rolled out across Thames Valley. The project is coordinated by an Acting Up senior YOT Officer.

38. A physical health provision is provided through an off-site screening process situated within the School Nursing Team. This is currently subject to review and the identification and implementation of a more effective replacement arrangement remains a key component of the YJ Plan for the coming year.
39. Volunteer Youth Offender Panel members, Youth Resilience Project Mentors and Appropriate Adults are recruited, trained, and supported by the YJS; the Appropriate Adults also provide support to vulnerable adults for which we receive a nominal amount from Adult Social Care to provide this service.
40. The team is based within the Civic in Central Milton Keynes, this enables co-location of multi-agency staff particularly alongside Children's Social Care, SEND and Virtual School. Child centered safe environments in which to work directly with children have been identified and a number of these are fully in place at key locations around the city.
41. The Youth Justice Grant, alongside partner contributions, both in staffing and financial, enable us to deliver the activities and services that contribute to the aims and outcomes of the plan. The benefits and impact of these services are evidenced by the KPI outcomes achieved and documented, alongside further commentary around these services and their direct and indirect benefits that are referenced and illustrated throughout this plan.

A summary of activities provided for and on behalf of the YJSS are documented below:

- **Youth Diversion and Prevention** - "Early Support Project" ESP offers children and young people early support and intervention including prevention work to reduce the likelihood of the child or young person becoming known to the formal Youth Justice System, targeted prevention for children and young people that have accessed the formal Youth Justice System previously, yet require further support, and diversionary work for young people who had some low-level and informal Police contact. The ESP service offer includes the Promoting Reintegration and Reducing Exclusions (PRRE) Speech and Language Therapy project in primary and secondary schools. Our reoffending rate for this service is 1.38%.
- **Turnaround** - We have identified 'Turnaround' eligible young people that have been offered the Early Support Project (ESP) or have been offered our knife-crime pilot with Thames Valley Police, Achieving Change Together-Now (ACT-Now) since the launch of Turnaround at the beginning of December 2022. There are specific criteria that must be met for eligibility. We have submitted our data, and we have met our expected engagement target. We remain on track to be able to meet the engagement target for children eligible for Turnaround this financial year. The Milton Keynes Early Support Project (ESP) has been cited as a model of effective practice and commended as a model for other youth justice teams to follow by the Ministry of Justice in their updated guidance around the use of Turnaround funding.

- **Achieving Change Together – Now (ACT-Now)** - The youth element (Phase 3) of the multi-agency Operation Deter approach to tackle knife-related violence and homicides in Milton Keynes commenced on 3rd January 2023. Since that time, the commitment for us to respond to young people within Police custody for knife-enabled offending within 90 minutes and to offer these young people the opportunity to engage with the ACT-Now project, with a follow up appointment within 48 hours has been broadly met. ACT-Now comes under the broader scope of our Early Support Project (ESP) and since its launch in January 2023. We have responded to over 95 young people in Police custody for knife-enabled offending. Due to the success the approach has been rolled out across Thames Valley. As a service we have also recognised a gap where young people are not brought into custody. We have worked with TVP and now also receive referrals direct from schools' Officers for incidents at school where a young person has not been arrested but is questioned regarding a knife-related incident.
- **Appropriate Adult (AA)** services are provided to the Police Station: A volunteer scheme, maintained by the YJS, is available 24 hours a day 7 days a week. This service is offered to vulnerable adults as well as children with a nominal contribution from Adult Social Care.
- **Out of Court Disposals:** Arrangements are in place with Thames Valley Police and Thames Valley Youth Justice Teams to provide the range of disposals (Youth Cautions and Youth Conditional Cautions). A Joint Decision-Making Panel is held which includes representatives from the Youth Justice Service, Police, Professional Lead for Missing and Exploitation and Liaison and Diversion Services.
- **Court Services:** YJS staff advise the Youth Court regarding available sentences. YJS staff prepare Pre-Sentence Reports and operate a duty system to address remand issues and ensure bail packages are available when necessary. Speech Language and Communication Needs assessment reports are also provided alongside pre-sentence reports to both Youth Court and Crown Court so that Courts are fully aware of children's additional needs given the disproportionality high prevalence of SLCN in the Youth Justice System (93% last data for Milton Keynes) compared to the general population (5-8%). A protocol exists with children's social care regarding management of remands to local authority accommodation and Youth Detention Accommodation. YJS staff also liaise with Thames Valley Police directly to ensure additional support is in place where significant risks are identified due to opposing Youths being present within the Court at the same time, Thames Valley Police have been responding providing additional officer support where needed.
- **Court Orders** including Intensive Supervision and Surveillance: The YJS provides YOT Officers for children made subject to Court Orders and manages these in accordance with National Standards. This will include managing children subject to custodial sentences and planning and supervising for their release.
- **Victims:** A member of the team contacts victims of children working with YJS offering support, including being kept informed of case progression, support to attend Youth Offender Panels and meeting the child face-to-face for a restorative conference. YJS staff are trained to YJB/Restorative Justice Council standards for the facilitation of restorative conversations.

- **Volunteers:** There are currently two volunteering projects to support young people. Volunteers are recruited to be Youth Offender Panel members - people from the community who meet with the child, parents, and victim to agree a contract which will prevent further offending and repair harm. The YJS also manage the Appropriate adult scheme, supporting young people and vulnerable adults in custody. The YJS continue to encourage volunteers from diverse backgrounds in order to offer a diverse pool of volunteers to meet the needs of the young people.
- **Stay Safe** are a team of Youth Workers and Youth Support Workers providing one to one support to children working with the YJS and are responsible for delivery of our Reparation / Community Enrichment Service. They meet with children and their YOT Officers as part of the induction process and seek to either develop new bespoke projects or appropriately match children's interests with the projects available.
- **Young People's Information Advice and Guidance (IAG)** Team provide a worker to assist children in finding Education, Training and Employment opportunities amongst our post-16 cohort, as part of their Information, Advice and Guidance Service. This service has established links with training and education providers within Milton Keynes and surrounding areas and services to monitor those post 16 out of ETE allowing for continued monitoring and support to be offered both during intervention with YJSS and post intervention. In January 2023, we introduced a new element of support within this area, centred around voluntary Criminal Convictions Disclosure sessions to support young people in entering the workplace and transitioning into further Education, Training and Employment.

Milton Keynes Young People's Drug and Alcohol Solutions (YPDAS) work with anyone up to the age of 18, but will work with people up to the age of 25 if they have additional needs. YPDAS team offer advice and support for anyone who would like to learn more about drugs and alcohol, whether they use substances or not. The team also support anyone who is or has been affected by someone else's drug or alcohol use, referred to as Hidden Harm. YPDAS team work closely with other professionals to ensure safeguarding, effective partnership working, and information sharing where appropriate. Additionally, the YPDAS team develops and delivers personalised drug and alcohol awareness training sessions for professionals, schools and young people throughout Milton Keynes. The YJS work closely with YPDAS team who provide specialist interventions, support and advice, for children in relation to substance use. The nature of the partnership work has been greatly strengthened by the incorporation of the YPDAS team as part of the wider YJS. The Thames Valley wide partnership approach to joint delivery of the Thames Valley Police Drugs Diversion Scheme (DDS) and Thames Valley YOTs is a key part of the Violence Reduction Strategy. Additionally, as part of YPDAS team focus on education / prevention and harm minimisation, we offer all ESP clients drug / alcohol awareness sessions, whether substances are identified as risk or not. YPDAS team also work in collaboration with Thames Valley Police regarding Public Space Protection Orders (PSPO) for under 18's relating to alcohol and antisocial behaviour.

- **Health** – YJS continue to have limited access to Physical Health provision, and it is recognised that this remains an area of challenge for the YJSB. The School Nursing Service

previously reviewed health screenings and offered access to specific services within their remit. The level of service is under current review and challenge as it is recognised that many of our children who have identified health needs do not fit the remit of school nursing and require a different focus of support due to the complex needs identified. Progression of this was initially delayed due to complications and pressures on health provision as a result of Covid and remains an area for addressing that is reflected in the current plan.

- **CAMHS** – An improved relationship has been built with our local CAMHS team. This role is filled by a senior practitioner who has significant experience of the complex needs of our children, and whose work has previously been recognised positively in the Joint Targeted Area Inspection of the provision for Mental Health. We have, in agreement with CAMHS colleagues, extended the provision by a day a week and now have 5 days a week service to enable our CAMHS worker to complete ADHD assessments in house. This has resulted in young people having access to a much timelier assessment. As of December 2023, 7 young people have already been assessed in-house. We have access to regular (6 weekly) consultation appointments with a Consultant Clinical Psychologist for complex case discussion and support. Additional telephone consultations are also provided. The Senior Mental Health Practitioner offers assessments and interventions to children and their families and provides training to staff.
- **Parents and Families** – the Family Support and Intervention Co-ordinator (FSIC) at the YJS provides 1-2-1 support to the parents of the children working with the service. This is frequently focused on helping parents/carers with the issues relating to their child, such as tension in the family home, boundary setting and rebuilding relationships. The role also provides support to parents and carers to help address wider structural barriers affecting the family e.g., debt, benefits, housing and the FSIC can apply for funding for items that are needed through the Strengthening Families fund.
- **Speech and Language Therapy (SLT)** – we have three part-time Speech and Language Therapists which equates to 9 days of dedicated Speech and Language Therapy per week. We also have a PhD Student on placement within the Youth Justice and Support Service, and all children are offered a Speech, Language and Communication Needs (SLCN) assessment at the point of entry into the service, including our Youth Diversion and Prevention work. This includes our PRRE (Promoting Reintegration Reducing Exclusions) programme where SLCN assessments are offered to referring schools for young people at risk of exclusion. SLCN assessments have also been useful in focusing in and identifying co-existing conditions and underlying life events and experiences that have an impact on the child.
- **Seconded Police Officer** – This role is used creatively across the service including direct involvement with delivering OOCDS, undertaking interventions with children to strengthen relationships between children and Police, provide key information around risks using PNC and Police intel. The role of Thames Valley Police in the YJS is also enhanced by our close partnership working with TVP Problem Solving Team and Violence Reduction Unit (soon to be Harm Reduction Unit).

9. Financial Resources

42. The final budget for 2024/25 has yet to be established but is not expected to be less than 2023/24 (which was £1,491, 481).
43. Additionally, the YJSS has been successful in securing NHS funding of £98,281 for the year to continue the Early Support Project prevention work with continued funding to the end of 2024/25. This will enable us to continue our early intervention/prevention work. The YJSS is also due to receive £100,000 from the Police and Crime Commissioner for Thames Valley to continue the funding of the Early Support Project (Knife Carrier Project): ACT- Now. This implementation has expanded our work pre-OOCD / Court with children arrested for knife carrying offences. Reports from ACT-Now are available to the JDMP / Court to positively influence disposals and increase opportunities to divert more children towards deferred outcome (Outcome 22), YCC (rather than Court Disposal) and reduce the risk of custodial sentences / longer community-based sentences, recognising the positive benefits for longer term outcomes for children when contact with the formal Youth Justice System is minimised.
44. As in previous years the resources will be prioritised on court ordered interventions especially at the intensive level. Maintaining a low level of re-offending and custodial sentences as well as significant reductions in Youth Detention Accommodation would seem to suggest that the strategy is having a positive impact and represents a good rate of return on the investment made.
45. All grants from the YJB are controlled within the YJS budget arrangements and are used exclusively for the delivery of youth justice services. The only exception is the grant paid to support remands to Youth Detention Accommodation, which is held within the placement budgets of children's social care.

10. Board Development

46. We have made changes and improvements to ensure that the Youth Justice Strategic Board (YJSB) has a clearer focus on the key priorities as outlined in 'Youth Justice Service Governance and Leadership.' The main changes implemented have been around ensuring that the way meetings are conducted provide an opportunity to explore the range of development and delivery of youth justice services and approaches encompassing both the direct work of the Youth Justice and Support Service, and the key contributions of the wider partnership. This has helped to create an environment in which there is a positive degree of peer challenge, ensuring that the wider partnership has greater ownership of its contribution to, involvement in and advocacy for the services provided. For the year ahead we will continue to revisit the mechanisms of governance and scrutiny, identifying how these are best achieved both through the meetings we have and the way they work, and the membership of the YJSB itself, enabling us to sense check whether there are other key parties not represented that would add significant value. When benchmarking against other effective services in the sector a notable consideration in Milton Keynes is around including Councillor representation, as several YJ Services now include the Lead member for Children's

Services, or other lead Councillors, as a core member. This may provide greater insight into the work of the youth justice partnership and link explicitly into their portfolio responsibilities and focus, providing the opportunity to both scrutinise and champion the work of the youth justice partnership. This will therefore be an area for further consideration around expanded Board membership to explore whether a Councillor representative could assist in providing greater understanding and links into wider council responsibilities. In addition, given the potential for competing priorities there are several high functioning services that have identified the benefit of an independent chair ensuring that the focus of the Board is upon Youth Justice Services and those children within or at risk of coming into the Youth Justice System. This will therefore be explored in more depth as part of Board development for the coming year, as membership is continually reviewed.

47. Whilst we have seen more involvement of YJSB members engaging directly with front line staff and managers through their involvement in YJSB Meetings, there are still further benefits that can be realised through more direct links between the YJSB Members, staff and children who have had experience of youth justice provision, including diversion and prevention. Likewise, there are greater opportunities for YJSB Members to build upon their advocacy and championing role for YJ Services, utilising their position to strengthen two-way links by inviting in YJ Staff, Managers, and specialist professionals more regularly into their parent organisation to help foster a culture of greater understanding. These areas will be further explored to build on and enhance the positive benefits of the Board members' role beyond the regular YJSB meetings.

11. Workforce development

48. Looking forward to 2024 / 2025, we have a comprehensive plan for further workforce development, covering the following areas;
- Milton Keynes Children's Social Care are implementing the Child First approach across their whole service, this will enable further training for staff within YJS as well as a joint and collaborative approach.
 - MKYJS will be undertaking training for the new Prevention and Diversion assessments tool in July with full staff training planned for September ready for implementation of the tool in late September.
 - The MK Together Safeguarding Partnership is carrying out a multi-agency audit regarding exploitation, this is being undertaken in June 2024 and will be reviewed by the Partnership Assurance Group
 - In July, MKYJS are undertaking training on 'Writing to the Child'. This will bring us in line with the approach across children social care and will be used in all aspects of our work, aside from Court reports, to ensure that records are child friendly and focused on child friendly language.

- We are also looking to undertake training regarding cultural competency to ensure that all staff are aware of social biases and the impact of disproportionality, understanding and appreciative of the values, beliefs, customs, languages, and traditions of different cultures and ensure staff work with sensitivity, humility and inclusivity at the heart of all that they do.
- We have recognised an increase in the number of girls entering the YJS and therefore are seeking training to upskill workers on understanding the needs of girls within the youth justice system and best practice in terms of engagement and interventions.
- All YJSS staff will undertake regular Safeguarding Training in line with Milton Keynes City Council guidelines.
- During 2023/2024 we facilitated AssetPlus training to staff to continue the development of assessment practices and intervention, risk and vulnerability planning. We are currently embedding the learning from this training in both the completion of our assessments and the quality assurance of these. Using a staggered approach to updating current case assessments, a review will take place over 2024/2025 to look at the impact of the training.
- We are in the process of developing a multi-agency sexually harmful behaviour (SHB) pathway including, developing a training package to be delivered across the partnership, to address the full spectrum, from awareness through to specialist assessment and intervention. Aim 3 training in assessment and intervention is planned for June and July 2024 and will facilitate not only YJS staff but members of staff across children social care to ensure we have a sufficient capacity of specialists across the workforce.
- We have continued to deliver further Diversion and Prevention training to Youth Justice and Support Service staff to promote an assertive outreach methodology, which has enabled us to effectively work with voluntary service users and address the complexity of children and young people with emerging needs and risks. The effectiveness of which is evidenced by our engagement rates and low level of re-offending for this cohort.
- The Deputy Manager trained to become a Local Assessors with HMIP and has undertaken training as a Multi-Agency Assurance Panel Member with the Home Office.
- Staff have access to clinical supervision both on a 1-2-1 basis and the new expanded offer of group clinical supervision which is undertaken with the team on a quarterly basis. Staff also have access to the Employee Assistance Programme (EAP) alongside regular one-to-one personal supervision and case supervision. We hold regular team meetings and team development days to ensure that staff feel supported, and we continue to promote their resilience and wellbeing within the workplace. As a management team, we have an 'open door' approach and managers and seniors are available outside of core working hours for advice and support where required.

- YJS are supported by a team of trained and experienced volunteers acting as Youth Offender Panel Members, Youth Resilience Project Mentors and Appropriate Adults. These groups have ongoing access to statutory and non-statutory training as well as regular support and consultation meetings.
- All YJS Officers are trained in the full remit of the service from Diversion and Prevention, Out of Court Disposals (OOCDO) and Post-Court, including custody and transitions.
- Continued Professional Development is a key component of the Youth Justice Service's approach with staff. The YJS has an established practice learning curriculum for students, including more specifically, Student Social Workers who undertake both 70 days and 100-day placements. YJS staff also have access to undertake social work apprenticeships and we currently have two members of staff on this programme.
- We have a well-established internal progression model that has enabled practitioners to progress and take advantage of development opportunities. This is attractive to staff and is reflected within our excellent retention rates.
- The funding available for training is kept under scrutiny, in line with pressures on the overall budget.

12. Evidence-based practice and innovation

49. Milton Keynes Youth Justice and Support Service are keen to use the latest research and development of effective practice guidance to continue to improve services for young people and their families. The areas below demonstrate some of the key areas of evidence-based practice and innovation currently in place.
50. Speech and Language Assessments are offered to all young people open to the service. These assessments inform our developmental approach to support young people's understanding of their interventions. This approach, which has been informed by, local, national and international research, and frequently evaluated since its introduction, has proved effective in identifying those with SLCN, (a hidden disability), whether present as a primary need, as a coexisting condition with other needs such as Autistic Spectrum Disorder (ASD) ; Attention Deficit Hyperactivity Disorder (ADHD) ; Dyslexia etc., or as a consequence of other factors such as Attachment Disorder; Adverse Childhood Experiences; Trauma and Loss ; Domestic Abuse ; Family breakdown ; Sexual Abuse ; Criminal or Sexual Exploitation etc. Central to this approach is the recognition that most children in the Youth Justice System (60%-90% Based on research; 65% - 93% based on local data; 71% YJB AssetPlus data) have SLCN but, as this is a hidden disability, for the majority of children this is not accurately recognised prior to them being assessed by the YJS.

51. The Speech and Language Therapy (SLT) team during the past year completed 122 Speech, Language and Communication Needs (SLCN) assessments and of the 122 children assessed 35 were accessing statutory interventions, 29 were accessing the Early Support Project and 58 were accessing our Speech and Language Therapy in primary and secondary schools. 6 children were assessed as having no SLCN, 5% of the number of children assessed. In comparison, 114 children were assessed as having a SLCN and this equates to 93% of the children and young people assessed. It is useful to reflect that out of the 58 children who were assessed under our SLT project in schools, only 2 young people were identified as having no SLCN, 2 assessments were inconclusive due to young people's disengagement. This suggests that the prevalence of children and young people who are accessing our SLT project in schools have a considerable SLCN and reflects that the children and young people being identified by the school settings in need of additional support. In terms of severity of SLCN being identified, out of the entire cohort assessed between April 2023 – March 2024, 25% of the children and young people had a Mild need identified, 23% had a Mild-Moderate need, 39% had a Moderate need and 12% had a Moderate-Severe need. This demonstrates that most of the young people assessed had a Moderate need identified, and this equates to their needs being greater than 94% of their peers. The last year was our highest number of completed assessments over the last 5 years and there was a significant increase in the percentage of young people identified with SLCN rising from 88% last year to 93% this year. Our PRRE project continues to expand with new schools joining the project.
52. Our Custody and Resettlement Policy takes into consideration research developed by Beyond Youth Custody in 2014 and 2017 in regard to the resettlement of females and the 5 Cs of effective resettlement, (constructive, co-created, customised, consistent, and coordinated). It is also underpinned by the YJB guidance on resettlement pathways and National Standards 2019 and has recently been reviewed in line with the updated guidance for custody and resettlement in January 2024.
53. The Early Support Project is a short-term intervention underpinned by a case management model, focused on strength based and future focused working, it is underpinned by a strong health and education focus given the emerging research around school exclusions, SLCN, home education, SEND and social inequalities. Within the ESP there is a systems theory / contextual safeguarding approach to case management, highlighted by the Taylor Review in 2019 as an example of good practice.
54. Our Speech and Language Project in schools is a promising initiative in partnership with our local education partners. The project is 'Pre-Prevention' as we want to work upstream to identify and address SLCN at the earliest opportunity to support children and young people's futures in a positive way. We have been successful in obtaining a PhD University of Cambridge Criminology student to complete a service evaluation of PRRE, our Speech and Language Therapy project in schools. We are awaiting the final report on this at the time of completion of this plan.
55. The Achieving Change Together – Now (ACT: Now) is an exciting initiative where Youth Justice and Police have joined up in order to address knife-related offending in Milton Keynes. We have developed a creative and imaginative way to offer voluntary support to young people when a 'reachable and teachable moment' presents itself, such as being arrested for a knife offence. We respond to young people within 90 minutes of notification

from the Police and complete a home visit within 48 hours to encourage young people to work voluntarily with the Early Support Project pending Police outcome. The initiative has now been rolled out across Thames Valley due to its success and within Milton Keynes we have expanded its reach to also include referrals from school Officers so that young people who are not taken into police custody can also get a responsive service and be offered the same opportunities.

56. The introduction of the multi-agency / multi-disciplinary Contextual Safeguarding Team (CS Team) which launched in February 2023 as a core element of the Youth Justice and Support Service has significantly increased the opportunities for greater co-ordinated systemic approaches across the partnership. The CS Team ethos and approach reflects both the changes in our identified offending profile, and insight into the impact of extra familial harm in relation to the criminal exploitation of children, and the overlap with serious youth violence. The specialist team and improved partnership working, information sharing, and forward planning has helped to embed partnership and individual service approaches to address child exploitation, knife crime, serious youth violence, county lines, gangs, trafficking and modern-day slavery. This team is now under children's social care however the close joined up approach continues between YJS and CS team. The team were noted as an area of good practice within the Ofsted Children Social Care Focused Visit in November 2023.

13. Evaluation

57. Research has been undertaken by a researcher within the Institute of Criminology at the University of Cambridgeshire looking at professional relationships between young people and staff. The research team has included a university researcher and Peer Researchers at charity Peer Power. The aim of the study is to understand professional relationships between young people and staff, and their impact. The research has included 42 interviews with 28 practitioners and managers across the YJS, 20 interviews with 14 children, collection of background data from 14 children's case files, 1000+ hours of observation in and around the YJS – from Sept 2022 – August 2023, one lyric-writing workshop with five children, co-analysis of children's interviews with two peer researchers, five co-analysis workshops with practitioners and managers, findings feedback sessions with children (in progress). Initial findings have looked at the impact of care (caring), boundaries, and young people's views of what is important for them. The full findings are due to be shared later this year.
58. Research is also undertaken as an analysis of the Promoting Reintegration Reducing Exclusion (PRRE) project. The report aims to provide a descriptive analysis of the data on the welfare, education and offending histories, needs and risks of this student cohort and a more detailed breakdown by ethnicity and gender illustrating similarities and differences across these groups.

14. Priorities for coming year

Standards for Children

59. In October 2023 we undertook a Self-Assessment against the National Standards for Court work, overall, we were rated as Good. The audit showed many strengths including our accurate recording of court results being rated as outstanding. We acknowledge some areas that require improvement. We have implemented a second officer at Court to ensure capacity to meet directly after court Hearings with all young people and their families to ensure they fully understand the outcomes and expectations following the Hearing. A young person and parents' leaflet is also being produced to ensure that parents and young people are informed of what is expected of them before and at Court.

Internal Audits

60. The sample included 25% of cases open to the Youth Offending Team in a statutory capacity. This totalled 15 young people subject to the following interventions: Referral Order (6), Youth Conditional Caution (2), Bail Support Programme (1), Youth Rehabilitation Order (5) and Remand to Local Authority Accommodation (1).

What's working well?

- Pre-Sentence Reports are being completed within timescales.
- Referral Order initial panels are mostly being held within 20 working days of sentencing. Out of the 6 Referral Order cases audited, 2 did not have panels within the 20-working day timeframe. In one case this was due to the young person not attending the panel and not complying with the order resulting in a breach. In all six cases audited, Referral Order Reports were completed to inform the panel and shared with panel members at least 24 hours prior to the panel taking place.
- There were examples of cases where AssetPlus Assessments were completed promptly within timescales, in accordance with their risk level.
- In 86.66% of AssetPlus Assessments, the young person had completed the self-assessment tool. Only two cases did not have a self-assessment tool completed.
- Where there are incidents of failure to comply, appropriate action is being taken by the YOT by holding enforcement meetings and enforcement panels where appropriate. This is clearly documented under the Key Process Stages section of Child View. Verbal and written warnings are also used appropriately and promptly.

What are we worried about?

- The audit found that "Management Supervision of the Case" contact types are being used to record management decisions. These would be better suited to the contact type "Management Oversight" or "Management Audit". Incorrect recording will skew any data pulled from Child View exploring the frequency of supervision and so accurate recording is essential. Actions have already been taken to ensure consistency of approach in terms of contact types in Child View to resolve this.

- AssetPlus timeliness is a concern in some cases, AssetPlus reviews and post sentence reviews need to be timelier. AssetPlus training has taken place across the team to increase not only consistency of input, but also clearer expectations regarding timescales and quality assurance.

61. The YJSS participates in the Thames Valley scrutiny panels for OOC, and the new Resettlement and Transitions policy has taken account of current research and evidence of good practice.
62. Following the reimplementation of Serious Incident Reporting by the Youth Justice Board, we have implemented a process of 'table top' reviews alongside partner agencies of cases which meet this criterion. The process does not circumvent Child Safeguarding Practice Reviews but rather acts as a method of gathering initial information and reviewing whether any immediate actions are required to improve service delivery. As part of this process, we are also ensuring that we consider learning points from Local and National CSPR's. We have a plan in place that when relevant CSPR's are published, seniors/managers will review these and deliver a focused training session to the whole of the YJSS ensuring that everyone has access and understanding of the learning from these.
63. Over the coming year MKYJS will continue to work with the Local Authorities Professional Development Leads to complete audit rounds across the service, the service is also exploring ways to make greater use of performance data and are introducing data check days in order to improve performance.

15. Service development and National Priority areas

Children from groups which are over-represented

64. Children and young people with Speech, Language and Communication Needs (SLCN) are over-represented within Milton Keynes Youth Justice and Support Service (MKYJSS) and this fits in with the national picture in terms of SLCN and children and young people who offend. In terms of prevalence, our local data collected between April 2023 – March 2024 identified that out of 122 children and young people assessed for SLCN, 93% of young people assessed had an identified need, and only 5% had no SLCN identified following assessment. This is an increase from 88% on the previous year. Locally SLCN data is monitored and what can be deduced from our data since 2020 is that year on year, there is a percentage increase in terms of the prevalence of SLCN within Milton Keynes and young people and needs being identified in terms of those that access our service via Diversion, Prevention, Out of Court Disposals and Post-Court youth justice support. It has been identified that 10% of children and young people have a 'long-term SLCN' within the general population and so what can be concluded from our local data is that children and young people with SLCN, are significantly overrepresented within the Youth Justice System.

65. One of the factors we aim to explore in the coming months through analysis of data and individual case studies is whether there is any evidence of 'Adultification' (Adultification bias within child protection and safeguarding) as a factor with any of the overrepresented groups of children, with needs not being recognised because challenging behaviours are viewed as 'deliberate' or 'expected' rather than seen as potential indicators of an unidentified and unmet need. Such approaches can result in enforcement and suspension action being pursued by schools, rather than explorative supportive approaches to assess unmet needs and adjust provision accordingly. This approach reflects the expectations outlined in the HMIP Thematic Report on Understanding Racial Disparity to "ensure that black and mixed heritage boys are receiving their legal entitlement to education, including alternative provision when this is deemed necessary, and that the placements are suitable to meet their needs" To achieve this we will look at further training for staff looking at the impact of Adultification, we will also look to expand our PRRE offer to more schools to ensure that young people at risk of exclusion are having their needs assessed and taken into consideration.
66. As outlined in the commentary above the YJSB regularly reviews the data on disproportionality at each meeting and this is kept under constant review. Using the YJB Ethnic Disparity toolkit 2023-2024 and comparing this to the census data of 2021 for general population figures for youths we are able to determine that young people who define themselves as mixed heritage are overrepresented in community orders compared to the percentage of the population, with 50% of the cases being given to those of mixed heritage, compared to the population figure of just 8%. We also see that young people of mixed heritage are overrepresented in the categories of violence and drugs and black and mixed heritage young people are more likely to be breached than other groups. Further work is needed to look at the needs of these young people and consider what systematic barriers are impacting them and how we tackle structural barriers / inequalities which may result in these young people being more vulnerable to being drawn into the YJS. We will consider further training for staff on how we engage black and mixed heritage groups and ensure our interventions and responses to non-compliance are proportionate and take into account the experiences of these young people, ensuring that our workforce is reflective of these young people and making sure that we challenge partners and sentencers within our recommendations and court reports to ensure that ethnic inequality is considered.
67. We have recognised in the last two quarters an increase in girls coming into the Youth Justice System, whilst it does not appear that the majority of these girls go on to enter formal YJS, we aim to review both data and case studies to look at commonalities within this cohort to identify particular risk factors for girls and evaluate how best to address these. We are also going to upskill staff working with girls in youth justice by delivering training on ways to best engage and deliver evidence-based interventions.
68. Building on the work undertaken to capture and reflect the voice of children in shaping the services provided by both the Youth Justice Service and its partners, we will explore whether further changes are needed to ensure that processes for gaining feedback from over represented groups, such as black and mixed heritage boys, and girls about the services they

receive are effective and inform our collective ability to assess, review and improve the quality and suitability of those services.

69. The Youth Justice Service Management and Seniors will ensure thorough management oversight, induction programmes, training and supervision and support that staff fully understand what is expected of them in exploring and adjusting their practice to reflect the individual needs and diversity of children, and to enable them to work effectively with all children with particular consideration of additional barriers faced by overrepresented groups of children, including black and mixed heritage boys. Staff are made fully aware of how to escalate concerns both within the Youth Justice and Support Service and with partner organisations in seeking to address identified barriers that are preventing access to required services.
70. Historically we recognised that the former Youth Offending Team staffing was not as culturally, or gender diverse, as the demography of Milton Keynes. Targeted recruitment of both core staff and volunteers will be considered moving forward in order to ensure that the staffing group is reflective of the demographic of Milton Keynes.
71. To tackle over representation, Milton Keynes Youth Justice and Support Service has considered and implemented the following:
 - Staff within Youth Justice Service attend Cultural Diversity Training.
 - Speech Language and Communication Needs (SLCN) – as outlined earlier the Youth Justice Service recognise the over representation of young people in the Youth Justice System with Speech Language and Communication Needs. Speech and Language Provision is offered to all young people regardless of intervention including PRRE, ESP and both community and Court Orders. It is evidenced through the data collected and individual case studies that offering this assessment and support at PRRE can reduce the number of young people excluded from school because their needs are not being identified and supported.
 - Joint Decision-Making Panel (JDMP) – the Youth Justice representation at JDMP provides a multi-agency approach to consider diversity and learning needs prior to decision being made about action, including input from CAMHS / Liaison and Diversion, and the Professional Lead for Missing and Exploitation, therefore taking into account their current status within Social Care and any identified Health needs.
 - Within Milton Keynes we have an effective data sharing process which enables a young person's vulnerabilities and diverse needs to be shared with Police, who in turn share with CPS to fully inform charging decisions.
 - Diversity needs are incorporated into a young person's child friendly plan following ASSETPLUS assessment being completed so that intervention is informed and delivered around diversity needs.
 - When young people are open to other services / provisions such as Children's Social Care; SEND; Pupil Referral Unit the Youth Justice and Support Service ensure co-ordinated partnership working to achieve best outcomes.
 - In all Pre-Sentence Reports, Breach, and other Court reports particularly for sentencing the Youth Justice and Support Service include within the report when a young person is part of an overrepresented group so that the Court acknowledge and take this into account during sentencing. Copies of SLCN assessments are also

supplied to ensure that the impact of a child's SLCN can also be considered by the Court to inform sentencing, National Referral Mechanisms are also highlighted where appropriate.

- Young people complete 'Where to Now' reflective feedback at the end of all Youth Justice and Support Service interventions with an impartial staff member from the Participation and Engagement Team to gain feedback around the service.
- We have access to interpreting facilities for all aspects of work across the YJSS and this is regularly used to ensure young people and their families / carers and victims are able to fully engage and participate with the services offered.

16. Policing

72. Thames Valley Police (TVP) are active partners with YJS and MKYJS foster positive relationships with the local police force. MKYJS has a seconded police officer in post. Our Police Officer is active in the delivery of Out of Court Disposals to young people and is a member of the contextual risk panel where all high-risk young people are discussed who are open to the YJS. Our police officer completes intelligence checks, shares relevant intelligence, acts as a conduit between YJS and TVP, completes 1-2-1 work with young people specifically around ensuring young people are aware of the laws regarding weapons and building relationships between police and communities. TVP Harm Reduction Unit work closely with the team engaging priority young people to reduce both the risks of reoffending and risk to others as well as supporting young people through multi agency planning to ensure the safety of young people is paramount. MK YJS are active participants in the Tactical Tasking and Co-ordination Group (TTCG) ensuring that we are aware and responsive to TVP priority areas within Milton Keynes. There is a shared Teams communication channel between TVP Harm Reduction Unit, Contextual Safeguarding Team and YJS, this method of open communication has ensured that all parties work closely together and are responsive and reactive on a daily basis with quick real time intelligence and information sharing taking place.
73. TVP are currently undertaking a force restructure and the role of the YOT PC is under review, whilst the role will remain in place, how the role will look and function is still under review and therefore could be a future risk. MK YJS are in active discussions regarding this.
74. MKYJS are also working with TVP to look at the use of Outcome 22. Ongoing discussions and guidance and training is taking place to ensure that all decision makers are aware of when this is appropriate for consideration, MKYJS are active advocates for the use of Outcome 22 to reduce the criminalisation of children and young people and this will continue to be a priority area over the forthcoming year.

17. Prevention and Diversion

75. Milton Keynes Youth Justice and Support Service have a well-established Youth Diversion and Prevention Service that is known locally as the Early Support Project (ESP). ESP offers support to children and young people who require early prevention, targeted prevention and

diversion from the formal youth justice system. Within the Prevention service offer, we have a Speech and Language Therapy project that works with primary and secondary schools, known locally as PRRE (Promoting Reintegration and Reducing Exclusions). The project enables primary and secondary schools and further education settings to refer children and young people to the project where it has been identified that they are at the greatest risk of school suspensions and / or a move to an alternative provision. The Prevention element of ESP works with children and young people who are displaying behaviours associated with offending behaviour and / or child exploitation in order to safeguard and reduce vulnerabilities that could be associated with them being at risk of entering the formal youth justice system.

76. There are several referral pathways for agencies to refer children and young people to the Prevention element of the service (including PRRE). These are:

- Children's Social Care including the Multi-Agency Safeguarding Hub (MASH)
- Children and Families Practices (Early Help)
- Missing and Exploitation Panel (MEP)
- Contextual Safeguarding Board (CSB)
- Contextual Safeguarding Group chaired by Thames Valley Police
- Primary and Secondary schools and Further Education settings
- Alternative Education Panel (a multi-agency panel where children and young people at risk of being moved to alternative education are discussed)
- PREVENT Channel Panel (a multi-agency panel where children at risk of radicalisation and / or extremism are discussed)

77. Within the Diversion aspect of the service, we have a local service level agreement with Thames Valley Police whereby we received all YOT1 notifications for young people who have received Community Resolutions in the Milton Keynes area. We then complete an initial screening assessment for the ESP and if the young person is considered suitable and eligible for the project, we make a service offer and complete an AssetPlus assessment and plan to address young people's risks and needs and build on identified positive factors and strengths.

78. As part of our Out-of-Court-Disposal (OCD) service area, we have a Joint Decision-Making Panel (JDMP) that meets weekly to discuss young people referred to the panel by the Youth Justice Unit for an OCD to be assessed. The JDMP has representatives present from the Youth Justice and Support Service, CS Team, Youth Justice Unit at Thames Valley Police and Liaison and Diversion colleagues to represent CAMHS. We have trained members of staff that complete the OCD Initial Screening Assessment (ISA) for young people being discussed at the panel, with a full AssetPlus being completed for serious violent or sexual offending, including those offences involving weapons and / or knives.

79. In terms of processes, the ESP offers children and young people a 12 – 24 weeks period of intervention in order to address structural barriers that may have an impact on the individual being at risk of offending or further offending, as well as delivering interventions to address problematic behaviour. ESP is a strengths-based and future-focused service in that we support young people and their families to build on their strengths and move towards building a safe, healthy, and pro-social future. We offer an 'opt out' service. We contact all young people considered appropriate for the service. We use a consistent screening, triage,

and case management approach within the Early Support Project whereby we; screen, triage, assess, plan, review and signpost all young people.

80. Keeping others safe, keeping the young person safe and supporting young people to build on the factors that will support them to avoid crime is key within our work, to ultimately enable young people to have successful and positive futures. We use our understanding of trauma and adverse childhood experiences to explore behaviour and how it impacts on the young person, their desistance, risk to others and their own safety and wellbeing. Understanding attachment behaviour helps us explore how young people get their needs met (which may include offending to meet these needs). We also identify and explore the links between school absence, serious youth violence, exploitation, and the persistence of offending into later life. We have a strong emphasis on Speech and Language Therapy within the Prevention and Diversion Service, and more specifically, how unrecognised Speech, Language and Communication Needs (SLCN) can have a significant impact on a young person's education and future life opportunities if not recognised early. We understand that to safeguard children and young people, a contextual safeguarding approach with adolescents is often needed and we work alongside the Contextual Safeguarding Team (CS Team) and Children's Social Care in protecting and promoting the safety of children and young people in Milton Keynes.

81. The service is evaluated on an annual basis and has been independently evaluated by an external researcher. We provide quarterly reports to the NHS, one of our funding partners to identify our received referrals, working data surrounding the age, gender and ethnicity of the young people accessing the service, and providing case studies to demonstrate how the service promote better outcomes for children and young people.

- Diversion data (Community Resolution, Youth Cautions and Youth Conditional Cautions): Between 1/4/2023 and 31/3/2024 shows 64 cases were referred to YJS and of these 40 completed a programme of work. 9 young people are still open and 9 declined the offer of support, 6 young people did not complete due to changes in circumstances and being referred elsewhere.
- Prevention data (young people at risk of becoming involved in crime): During the same period; 65 young people were referred into PRRE, 43 successfully completed, 10 remain open, 3 young people declined and 9 did not complete as it was no longer appropriate for example they moved out of area. Since the start of ACT NOW there have been 128 referrals for 95 young people, 29 successfully completed and 7 are still open. A large proportion, 54 had an alternative intervention with YJS at the same time and would be offered intervention alongside this. 21 young people refused and 17 were Out of Area young people.
- Offending by these two groups is monitored for 2 years following their engagement and just 1.38%

82. Under the ACT: Now project Milton Keynes Youth Justice Service attend Milton Keynes Police station within 90 minutes of notification from Police to inform us that a young person has been arrested for a knife-related crime. This allows us opportunities to engage young people before any informal and formal outcome is given and offer interventions at the earliest

opportunity to reduce harm to communities and to improve the lives of young people. Since the start of the project there have been 128 arrests for 95 individuals of the 95, 14 have offended again (6 received OOC, 8 received Court Disposals, 2 of the Court disposals were for knife offences) so of the 95 there have been only 2 further knife offences.

83. In order to build on our Child First approach, we have expanded our ACT: Now project to include referrals from school Officers for children who are arrested for knife and weapon-related offences but are not brought into police custody. We are also considering how the project can be extended further to ensure that young people are given the opportunity to engage with supportive interventions at the earliest opportunity. One consideration is responding in the same way as for knife related offences for other prevalent and high-risk offences such as drugs offences. This will be explored by assessing our previous data and projections to consider likely impact of such expansions.
84. A further line of our prevention and diversion work is the development of a Sexual Harmful Behaviour Pathway alongside MK CSC. The pathway is in its infancy with training being undertaken to ensure that we have a resilient staff group who are able to undertake AIM assessments and interventions, the pathway will also support ongoing training for all staff across the local authority to ensure people understand what sexual harmful behaviour is and appropriate responses. A panel is in place to review referrals where concerning behaviour has been identified and advice and support will be provided alongside allocation of resources to reduce risks around the child. This work will continue to be reviewed and developed over the coming year.

18. Education, Training and Employment

85. The Youth Justice Service recognises that Key Performance Indicators (KPIs) in relation to Education, Training and Employment (ETE) have evolved and we have processes in place to ensure that we are able to monitor how many children are not receiving their education entitlement, how many children are excluded from school, how many children are educated on reduced school timetables, how many children / parents elect for home education and the number of children on SEN Support or who have an Education Health and Care Plan (EHCP) in place. The percentage of young people on part-time timetables or not in full-time ETE has been improving over the last year.
86. We are currently seeking to recruit a full time Education, Training and Employment (ETE) Co-ordinator who will be responsible for ensuring that children of school-age receive appropriate education, and our link Young People's Personal Advisor is responsible for offering support to young people over the age of 16 who are not in education, training, or employment (NEET).
87. The Education, Training and Employment Co-ordinator will be actively involved where children and young people are identified as being on a reduced school timetable, home educated, school refusing or having a complex relationship with school. We have introduced

a process whereby the ETE Co-ordinator will have regular 1-2-1 meetings with YOT Officers to ensure that there is a ETE plan for every child working with the Youth Justice and Support Service, and that complex circumstances have intervention from the Co-ordinator to support the YOT Officer in addressing these difficulties successfully.

88. A senior YOT Officer attends the Alternative Education Panel to represent the Youth Justice Service in cases where children and young people are brought to the attention of alternative education due to problematic and challenging behaviour within their school of origin. In order to best meet young people's needs, we offer a Speech and Language Therapy assessment for young people who have not previously had their needs assessed to support the setting to implement alternative approaches with the child with a view to addressing behaviour more effectively should SLCN be identified.
89. If a setting participates with our PRRE Speech and Language Therapy project, they are also afforded free Speech and Language Training to develop the knowledge and skills of school staff and to upskill staff within the Speech and Language Therapy arena to feel confident in employing strategies within the classroom to specifically address identified SLCN. In 2024/25 we are seeking to get more schools signed up to the PREE project and we are also exploring additional funding to allow further provision through speech and language therapy to deliver interventions to young people who require more specialist support than can be provided by schools and families to help them improve their outcomes.
90. We have strengthened our links with the Virtual School to expand the opportunities for young people receiving Youth Justice intervention to be better supported by the local authority. The Virtual School now offer Youth Justice members of staff consultation sessions to discuss individual cases with a view to increasing the support afforded to them.
91. Simon Sims, Head of Access to Education, Employment, and Training, is a core member of the Youth Justice Strategic Board.

19. Restorative Approaches and Victims

92. Through strong case work and multi-agency working, we support and encourage children to build pro-social identities to support their desistance from crime and reducing victims of crime and we work hard to offer victims of crime a voice.
93. We have strengthened the YJSS's work in Restorative Justice, through collaborative work with the Police and Youth Services (Stay Safe) to increase the level of victim information and engagement and to ensure direct and indirect restorative approaches are both available and meet the requirements of a service structured around Child First principles and approaches. This work was further developed to ensure that the needs of victims are paramount, and the effective approach developed for post court disposals was fully replicated within all elements of the Diversion work of the Youth Justice and Support Service and key partners in the YJS.

94. The Victim Liaison Officer contacts victims of children working with YJS offering support, including being kept informed of case progression, support to attend Youth Offender Panels and meeting the child face-to-face for a restorative conference. YJS staff are trained to YJB/Restorative Justice Council standards for the facilitation of restorative conversations. Current data shows that of the victims who we were given details by the police, 66% engaged with the YJS.
95. We have focused on expanding the opportunities available for Reparation / Community Enrichment to enable young people not only to repair the harm they have caused but also to provide opportunities for community engagement, and development of key skills.
96. One area that was developed over 2023-2024 was a means of capturing the voice of the victims in terms of their satisfaction with services provided to them. A survey monkey has been developed and in April 2024 started to be sent out to all victims at the point of their cases being closed to the service. We hope that this survey will be easy for victims to engage with and will help us review our service provision and look at areas of strength and weakness.

20. Serious violence and exploitation

97. In response to increasing concerns regarding serious youth violence and exploitation highlighted earlier in this Youth Justice Plan, Milton Keynes Youth Justice Service have taken the following steps:
 - As highlighted above the multi-agency / multi-disciplinary Contextual Safeguarding Team (CS Team), was launched in February 2023 to focus on extra familial harm in relation to the criminal exploitation of children, and the overlap with serious youth violence. The specialist team and improved partnership working, information sharing and forward planning has helped to embed partnership and individual service approaches to address child exploitation, knife crime, serious youth violence, county lines, gangs, trafficking and modern-day slavery as the CS Team have established very positive information sharing and multi-agency working with the wider partnership with particular focus on joint working with Thames Valley Police who have specialist police officers based within the Contextual Safeguarding Team. This enables a proactive approach to managing contextual risks of children and young people open to both the CS Team and YJS and results in more robust coordinated partnership response to safeguarding concerns and targeting adult perpetrators who are exploiting children or engaging them in acts of serious youth violence.
 - The multi-agency Contextual Risk Panel has been established and considers all high-risk cases across both the YJS and CS team. This ensures all plans have multi-agency oversight and planning to ensure risks are managed robustly.
 - A joint National Referral Mechanism (NRM) Policy has been created to ensure consistency across all key services within Children and Families (Youth Justice and

Support Service; Children's Social Care etc.) and to assist with capturing accurate data and recording of NRM outcomes across the wider partnership.

- Given the significant increase in the young people in Milton Keynes being the victims of exploitation, specialist training has been developed for delivery across Milton Keynes Children and Families Services to upskill practitioners understanding of Exploitation including the frequent potential for overlap with other key elements including Serious Youth Violence / County Lines / Gangs / Knife Crime and Missing episodes.
- The Contextual Safeguarding team provide an Exploitation Bulletin sharing key information, updates, trends, and emerging themes around exploitation issues to support Contextual Safeguarding approaches within Milton Keynes to safeguard young people. The Exploitation Bulletin is circulated every 4-6 weeks to Children and Families Services (including the YJS).
- A Senior YOT Officer has been accepted as a SCA Multi Agency Assurance Panel (MAAP) member, which will significantly support our NRM referrals and enhance our ability to challenge NRM Decisions where these appear incongruous based upon the evidence available.
- All young people working with the YJS on statutory interventions or referred to ESP must have an up-to-date Exploitation Screening Tool completed and referred to the Contextual Safeguarding Team for consideration, ensuring a more holistic multi-agency assessment, scrutiny and advice is available to address the needs and risks of that young person.
- The addition of Youth Workers and Youth Support Workers within YJS, has provided additional resources enabling greater opportunity for early intervention to be offered to young people identified as vulnerable to exploitation.
- As highlighted earlier we are funded by the Police and Crime Commissioner (PCC) to provide a joint response to knife or bladed article carrying / possession along with Thames Valley Police. The ACT-Now (Achieving Change Together – Now) project is being funded for a further 12 months whereby the YJS provide a pro-active and timely response (within 90 minutes) to young people in Police custody where they have been arrested for a knife / bladed article offence. This enables YJS staff to reach out and offer timely intervention and support to young people, therefore capitalising on reachable and teachable moments within a child and young person's life. The success of this approach has resulted in the initiative being rolled out across Thames Valley.
- All staff have up to date Prevent training and are competent in completing referrals to Prevent. The Head Of Service sits on Channel Panel and is an active member of the panel to review cases to ensure plans are robust and multiagency held.

21. Detention in police custody

98. Appropriate Adult services are provided by a team of volunteers who operate a '24/7' service and they attended custody on 578 instances in the last year (supporting 292 individuals). The service is coordinated by the Business Support & Information Manager who also participates in the 'Thames Valley Children in Custody' meetings where all overnight detentions and remands are reviewed to ensure that they are appropriate. During the year progress has been made in ensuring custody sergeants correctly apply the provisions of PACE and only

request secure accommodation in relevant cases. The availability of such accommodation on the very rare occasion it is required remains a challenge. The meetings also monitor the actions of Children's Service to meet requests for both secure and non-secure accommodation. The issue of suitable accommodation for overnight remands is a national issue and will continue to be explored at YJSB to seek appropriate solutions.

22. Remands and use of custody and resettlement

99. Milton Keynes Youth Justice Strategic Board (YJSB) are responsible for ensuring that the approach to custody, resettlement and transitions is evidenced-based as well as ensuring that suitable and timely accommodation provision is available for all children leaving custody along with young people having equitable access to services. The YJSB are able to identify, challenge and address any structural barriers that exist with regards to the resettlement of young people into the community (e.g., poor access to education, training, and employment for NEET young people over 16, and a lack of suitable accommodation provision for young people in care/ care leavers).
100. Milton Keynes YJS 'Custody, Resettlement and Transitions Policy' provides the detailed framework for this area of work, outlining the service expectations in relation to children and young people serving custodial sentences, remanded to youth detention accommodation and for those leaving custody and resettling back into their communities, including clear guidance and expectations around:
- Evidenced-based research underpinning the practice model.
 - Resettlement
 - Structural barriers to resettlement
 - Transitions
 - Role of Children's Social Care
 - Remand to Youth Detention Accommodation
 - Custodial sentences
 - SEND Code of Practice: Legal Duty (Chapter 10)
 - Transitions
 - Extended Sentences
 - Use of Youth Justice Assessment Framework (YJAF)
 - Additional Contact with Young People in Custody
 - Policy Evaluation
101. We recognise that the Resettlement of females requires a different approach to when addressing the needs of males (Beyond Youth Custody, 2014). An interpersonal approach to Resettlement with high levels of support is required for females. Developing a pro-social identity, forming positive supportive networks, and addressing relationships are key in terms of supporting an effective Resettlement (Beyond Youth Custody, 2014).

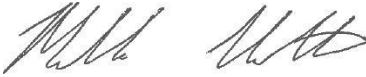
102. The approach adopted by Milton Keynes YJS wholly supports the perspective that young people serving custodial sentences must receive an effective, end-to end service provision based on a thorough assessment of need and risk, in order to reintegrate them into the community. In order to achieve this, partnership working, alongside the participation and engagement of young people and their families, is essential for Resettlement (Beyond Youth Custody, 2014).
103. Milton Keynes YJS has an approach that reflects the findings of research that young people who offend (but especially young people serving custodial sentences) are likely to have considerable Speech, Language and Communication Needs (SLCN), Special Education Needs and Disabilities (SEND), along with additional needs as a result of being in the care of the local authority, being a care leaver, having complex family backgrounds, problematic substance misuse, significant health needs, trauma and several adverse childhood experiences. This list of anticipated needs is not exhaustive; however, it outlines how resettlement has to be approached on an individual basis as it is different for every young person and how an accurate assessment of needs and risks is essential to ensuring that barriers are identified, addressed, and overcome.
104. It is a service expectation, and reflected in National Standards 2019, that allocated Social Workers are actively involved in all aspects of remand and sentence planning. Responsible YOT Officers ensure that Social Workers are invited to all planning meetings held within the secure estate and liaise regularly outside of these meetings to ensure effective and timely information sharing and joint planning.
105. We also recognise that structural barriers, such as a lack of suitable and timely accommodation for young people in care and care leavers need to be addressed at the earliest opportunity and at a national level within remand/ sentence planning. One of the most important Resettlement Pathways is 'Accommodation' as feeling safe and stable lends itself well to young people being able to effectively engage in other positive activities including education, training, and employment. We are realistic in that finding suitable and appropriate accommodation for young people who offend can be challenging. To ensure that this is addressed in a timely way in line with the YJS and CSC Partnership Working Agreement (Jan 2020, reviewed Jan 2023), where a young person is identified during the custodial period as being likely to require accommodation on release the YJS will complete a referral to MASH at least 3 months prior to the release date.
106. To ensure that young people are sufficiently prepared to make the transition from custody to the community, CSC (where appropriate) ensure that accommodation for children is confirmed no later than one week prior to the Final Planning Meeting to enable the young person to have an opportunity to plan, prepare, share their views, and discuss any concerns at the Final Planning Meeting. YJS encourage identification of a placement at the earliest point within the custodial phase of a sentence, however, also recognising that this can be a significant challenge to achieve so far in advance.
107. We have developed evaluation tools to capture the views of young people, parents / carers, and key professionals in relation to their experiences in order to ensure these inform the development of the service and policy reviews.

108. YJSS have a Resettlement Champion to support practitioners with custody, remand, and resettlement. The Champion is responsible for monitoring and liaising with responsible YOT Officers so that evaluation forms are completed in a timely manner, and that practitioners can obtain specific support around Resettlement throughout the entirety of the sentence.

23. Work with families

109. MKYJS has a YOT Officer who specializes in family support and intervention. Families are offered support with relationships and resolving conflict using a restorative approach as well as practical support for parents and carers such as support with financial difficulties, access to health services and housing and support with periods of transitions, including supporting parents of young people who are sentenced to custody. The family support worker is able to deliver the accredited programme 'Who's In Charge', supporting parents to instill appropriate boundaries and respond appropriately to areas of conflict with their young person. This work was led by YJS on a group work programme; this has now transferred to the Healthy relationships Programme within the Local Authority; however, 1-2-1 programs will continue to be delivered by our family support worker where appropriate.
110. The strengthening Families programme has previously funded a contribution to YOT Officers. This money has now come to an end however we are able to continue to access specific funding to support young people and families in times of crisis or to support re integration into ETE or positive community activities.
111. Over the coming year we would like to expand our involvement of parents in the development of the service, we are currently engaging with parents in order to produce a leaflet for Court which will help inform other parents of what to expect, we want to develop this level of engagement further by developing a 'Where to Now' session for parents which will signpost parents at the end of the child's intervention to community based resources whilst also gaining independent feedback using a group of volunteers to gain insight into their experience of the service.
112. For a summary of the areas of development identified above, see Appendix 5, Service Development Plan.

24. Sign off, submission and approval

Chair of YJS Board – name	Dr Mac Heath Director of Children’s Services Milton Keynes City Council
Signature	
Date	26 June 2024

25. Appendices

Appendix 1 – Board Membership

- Local Authority (Milton Keynes Council)
 - o Director of Children’s Services
 - o Assistant Director – Childrens Social Care
 - o Head of Partnerships and Resilience
 - o Head of Service – Access to Education, Employment & Training
- Central Bedfordshire Council Shared Services
 - o Head of Public Health Programmes
- Probation

- Head of Probation Delivery Unit – Milton Keynes & Buckinghamshire
- Police
 - Deputy Local Police Area Commander
- CAMHS
 - Service Manager
- NHS CCG (Central and North-West London)
 - Associate Director, Children’s and Maternity Commissioning
- Buckinghamshire Magistrates Court
 - Chair of Youth Magistrates Panel
- Youth Justice and Support Service
 - Head of Children’s Quality Assurance, Youth Justice and Performance
 - Youth Justice Team Operational Manager
 - Volunteers’ representative

In addition to the core board members, we also have the following advisors / invitees;

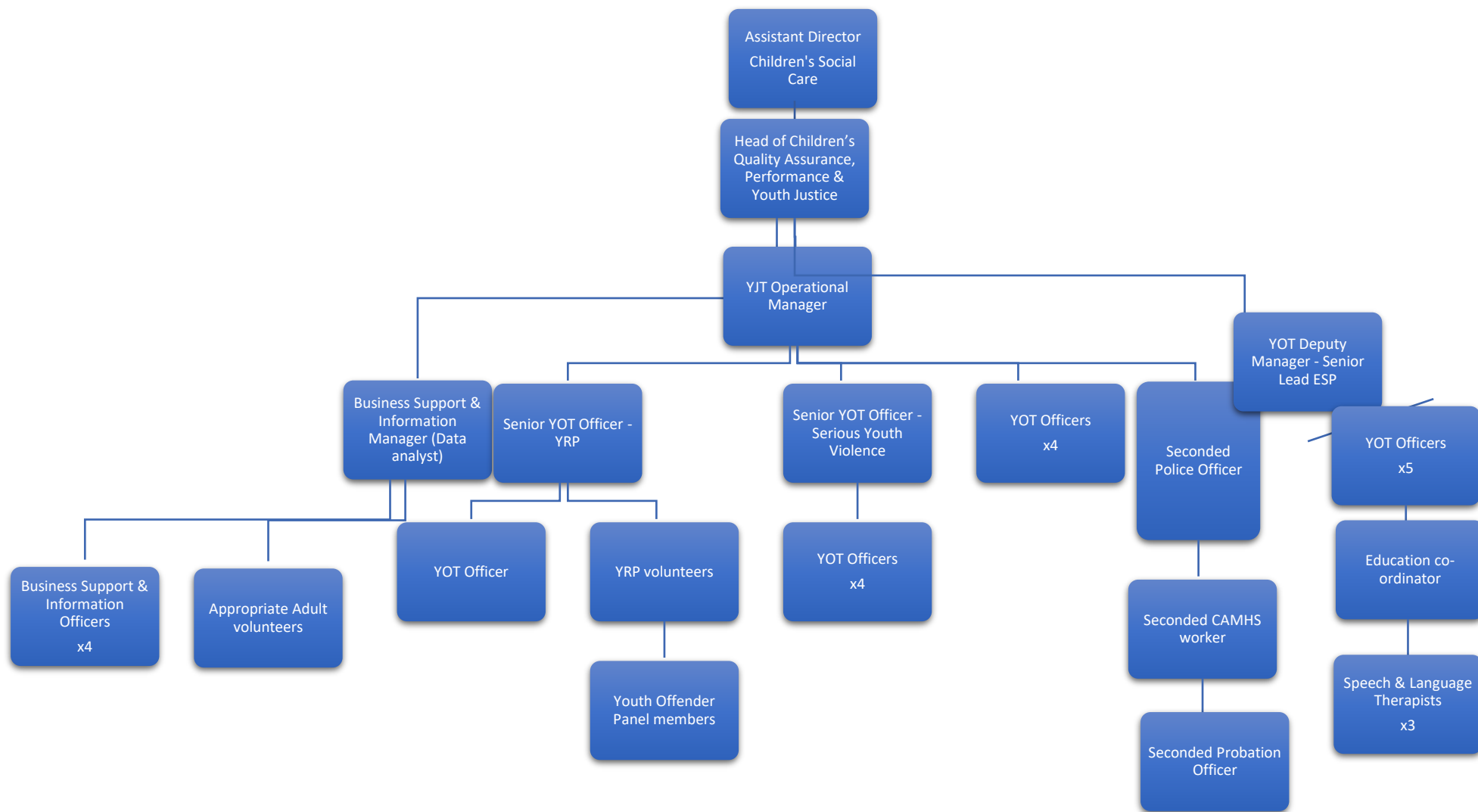
- Youth Justice Board
- Police and Crime Commissioner representative
- Police – Strategic Lead for Youth Justice
- Court
 - Senior Legal Advisor
- YJSS

Deputy Youth Justice Team Managers

Appendix 2 – Attendance at Board

Member's role	Meeting 20/7/23	Meeting 19/10/23	Meeting 25/1/24	Meeting 25/4/24
Director of Children's Services	Represented	Represented	Attended	Attended
Assistant Director – Childrens Social Care	Attended	Attended	Attended	
Head of Partnerships and Delivery	Represented	Attended	Attended	Attended
Head of Service – Access to Education, Employment & Training	Attended	Attended	Attended	Attended
Head of Public Health Programmes	Attended	Attended	Attended	Attended
Head of Probation Delivery Unit	Attended	Attended	Attended	Attended
Deputy Police Area Commander	Attended	Attended	Attended	
CAMHS Service Manager		Attended	Attended	Represented
Associate Director – Children's and Maternity Commissioning	Attended	Attended	Attended	Attended
Chair of Youth Magistrates panel				
Head of Children's Quality Assurance, Youth Justice and Performance	Role didn't exist	Role didn't exist		Attended
Youth Justice Team Operational Manager	Attended	Attended	Attended	Attended
Volunteers' representative	Attended		Attended	Attended

Appendix 3 – staff structure



Appendix 4 – Diversity and characteristics of staffing group

Ethnicity Group	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Referral Order volunteers		Other volunteers		TOTAL		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Asian or Asian British						1													1
Black or Black British	1					1													1
Mixed																			
Chinese or Other								1											1
White or White British				1	3	16	1	3				1	2	6	2	8			8
TOTAL	1			1	3	18	1	4				1	2	6	2	8			9

(No staff have reported a disability)

Appendix 5 – Development Plan

<u>Area of Delivery / Identified Area of Development</u>	<u>Development Activity</u>
Disproportionality	<ul style="list-style-type: none"> • Continue to use YJB Ethnic Disparity Tool and CV data to identify areas of overrepresentation • Ensure that all staff undertake training regarding cultural competence and understanding the impact of adultification within YJS. • Discuss with partners areas of disproportionality and ensure that all reports and recommendations appropriately take into account all diversity characteristics and clearly report impact of these. • Continue to offer all young people SLCN assessments and expand the service offered to schools to engage more schools within the project.
Girls within YJS	<ul style="list-style-type: none"> • Case analysis to look at trends and commonalities amongst the cohort • Undertake training with staff on how to engage girls within YJS and research and review evidence based interventions for working with girls.
PRRE	<ul style="list-style-type: none"> • Increase our reach to new schools and schools not currently engaged in the project

	<ul style="list-style-type: none"> • Seek to offer a SLT service to those young people who require additional specialist intervention alongside assessments to increase positive outcomes and opportunities for these young people.
Participation	<ul style="list-style-type: none"> • Increase use of YP participation in recruitment processes • Ensure feedback from current evaluations are used to inform service delivery and improvement. • Ensure that young people from Black and mixed heritage groups are actively involved in all participation activity. • Ensure victims are given opportunities to feedback on their experience of the service • Create a parent Where to Now session to ensure parents are signposted to community resources upon closure of interventions and are given the opportunity to give independent feedback regarding their experience. • Increase coproduction and engagement with Youth services within the Local Authority to ensure children and young people within the YJS are granted the same opportunities to participate in activities such as Youth Council and other consultation groups.
Act: Now	<ul style="list-style-type: none"> • Continue to work with the Harm Reduction Unit at TVP to ensure that all schools officers are referring all young people arrested for offences of knives or weapons but aren't taken into custody into the ACT: Now project. • Consider expansion of the project to include young people arrested for other offences for example Possession with intent to supply

<p>Recruitment</p>	<ul style="list-style-type: none"> Recruit volunteers for all services including panel members, AA's and volunteers for independent feedback reviews. Ensure that recruitment is focused and is accessible to diverse groups and communities to increase our demographic to ensure this is reflective of the population who we work with.
<p>Sexual Harmful Behaviour</p>	<ul style="list-style-type: none"> Continue to develop the pathway by providing training to staff across Children, Social Care and the Local Authority including schools. Install Panel to review cases and undertake a review of impact of pathway.
<p>Prevention and Diversion</p>	<ul style="list-style-type: none"> Liaise with TVP and undertake training to identify and agree appropriate young people to be considered for Outcome 22.

Common youth justice terms,

ACE	Adverse childhood experience. Events in the child's life that can have negative, long lasting impact on the child's health, and life choices
AIM 2 and 3	Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour
ASB	Antisocial behaviour
AssetPlus	Assessment tool to be used for children who have been involved in offending behaviour
CAMHS	Child and adolescent mental health services
CCE	Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity
Children	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Child First	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion
Child looked-after	Child looked-after, where a child is looked after by the local authority
CME	Child Missing Education
Constructive resettlement	The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social
Contextual safeguarding	An approach to safeguarding children which considers the wider community and peer influences on a child's safety

Community resolution	Community resolution, an informal disposal, administered by the police, for low level offending where there has been an admission of guilt
EHCP	Education and health care plan, a plan outlining the education, health and social care needs of a child with additional needs
ETE	Education, training or employment
EHE	Electively home educated, children who are formally recorded as being educated at home and do not attend school
EOTAS	Education other than at school, children who receive their education away from a mainstream school setting
FTE	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal)
HMIP	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services
HSB	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves
JAC	Junior Attendance Centre
MAPPAs	Multi agency public protection arrangements
MFH	Missing from Home
NRM	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them
OOCD	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court

Outcome 22/21	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending
Over-represented children	Appearing in higher numbers than the local or national average
RHI	Return home Interviews. These are interviews completed after a child has been reported missing
SLCN	Speech, Language and communication needs
STC	Secure training centre
SCH	Secure children's home
Young adult	We define a young adult as someone who is 18 or over. For example, when a young adult is transferring to the adult probation service.
YJS	Youth justice service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a Child First approach
YOI	Young offender institution