

My ref: PO/RJ

16 July 2020

Justin Russell  
HMI Probation

Dear Mr Russell

HMIP inspection of the Cardiff Youth Justice services 2020

Please find attached documents which set out our response to the fourteen specific recommendations in the HMIP Joint Inspection of Cardiff Youth Justice Services published on 2 July 2020.

The HMIP action plan is included within an overall Development Plan (with the HMIP recommendations identified).

1) The overall Development Plan is divided into four themes incorporating the HMIP recommendations:

- Governance
- Management
- Workforce
- Service/practice Improvement

The first theme was developed by the newly constituted Cardiff Youth Justice Board; themes two to four have been developed by the Board's improvement subcommittee. A Youth Justice Board representative has been engaged in all these discussions to provide external challenge.

The HMIP action plan elements were reviewed and signed off by the Cardiff Youth Justice Board on 14 July to inform this response.

2) The first HMIP recommendation is that the Cardiff Youth Justice Board should "ensure it sets the strategic direction for the YOS by having a clear vision". We recognised this as a fundamental first step so I attach our new two year Development Strategy (Ein dyfodol ni l gyd / All our futures) which was created by the Cardiff Youth Justice Board through staff and partnership workshops, and includes - and is informed by - the views of children.

**GWEITHIO DROS GAERDYDD, GWEITHIO DROSOCH CHI**

Mae'r Cyngor yn croesawu gohebiaeth yn Gymraeg, Saesneg neu'n ddwyieithog. Byddwn yn cyfathrebu â chi yn ôl eich dewis, dim ond i chi roi gwybod i ni pa un sydd well gennych. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

**WORKING FOR CARDIFF, WORKING FOR YOU**

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The strategy was launched by the Leader of Cardiff Council on 30 June in his role as Chair of the statutory Public Services Board. The audience was youth justice staff, partner staff and councillors. The strategy also has active support from Cardiff Council, the Police and Crime Commissioner, the Chief Executive of Cardiff and Vale University Health Board (who has taken it to the organisation's Board and secured support for the strategy) and the National Probation Service.

For your information I also note that Cardiff Youth Justice Board received a case review report on 30 June arising from HMIP's Organisational Alert. The Board was assured to hear that all the cases had been reviewed by new managers and any necessary adjustments made. The system learning from this has been incorporated into the Action Plan.

The work of Youth Justice Services, the HMIP inspection, developments since the inspection, and the planned developments for the next nine months, have been the subject of a workshop held on 8 July which was open to all Cardiff councillors. The workshop input was from Children's Services, the Cardiff and Vale University Health Board, the PCC, Probation, a YJS staff member and the Independent Chair of the Board. This session was welcomed by councillors as a detailed and helpful session and a further workshop has been requested in due course to track progress. I have also commissioned a workshop for senior leaders to ensure multi-agency understanding at a senior executive level of the youth justice system, the journey of the child, data and risks.

We are committed to ensuring that the youth justice system in Cardiff continues to have a high profile among partners and the wider community so that children in contact with youth justice services have the best possible outcomes.

Yours sincerely,



**Paul Orders**  
**Chief Executive**  
**Cardiff Council**

Cc Alan MacDonald – HMIP Head of Youth Offending Services  
Mike Lane - HMIP Lead inspector  
Colin Allars - Chief Executive, YJB  
Rt Hon Alun Michael - South Wales Police and Crime Commissioner  
Deborah Driffield Assistant Director Children's Services  
Graham Robb - Independent Chair, Cardiff Youth Justice Services  
Management Board  
Finn Madell – Operations Manager – Cardiff Council  
Darrell Gregoire, Cardiff Youth Offending Service Manager

