

**Cardiff Youth Justice Service  
Report to Children & Young People Scrutiny Committee  
March 20<sup>th</sup> 2023**

**Independent Chair Update on YJS Management Board progress – Graham Robb**

**Cardiff Youth Justice Board**

Board has maintained the routine scrutiny of Performance measures including a sustained focus on casework quality, staff supervision but above all on the needs of the children and patterns of risk. Since last Scrutiny Committee Board has:

- a) Undertaken an in depth look at children in contact with the YJ system and education transition points to inform further joint work with schools including the way in which police work with schools.
- b) Focused on Court processes to identify ways in which partners can contribute to both pre-sentence processes and to work with children post sentence.
- c) Prepared for the new set of Key Performance Indicators (KPIs being implemented by Ministry of Justice from April 2023
- d) Monitored the progress against the HMIP action plan (Sept 2022)
- e) Invited Suzanne Scarlett to join the Board to ensure Youth Service senior engagement with the YJ work.
- f) Developed and signed off the Children's Rights Impact Assessment on our 22-24 strategy as part of the Child Friendly Cardiff work.
- g) Reviewed the data and policy on disproportionality and diversity ready for a significant Board focus session in summer 2023.
- h) Undertaken 'pairing sessions' where each Board members spends time with one of the YJ staff to understand more of an area of YJ work – and so staff can understand more of the Board work.

In December 2022, I agreed with the Chief Executive that I would stand down from the role of Independent Chair. After consultation with the youth justice Advocacy Panel ( strategic partners including the Cabinet Member for Social Services (Children) and the Chair of CYP Scrutiny).

An external recruitment process is underway with interviews due on 6<sup>th</sup> April. The new Independent chair will undertake some transition work and I anticipate a full handover by the end of May.

**National Developments**

In addition to the new set of KPIs noted above the Ministry of Justice has also allocated some funding over three years to all Youth justice services to support further work to prevent children being drawn into the YJ system. This is very welcome. In Cardiff we are developing a set of work under the banner of 'Crossroads' which Angharad will describe.

The YJB for England and Wales has developed a new "Sense of Purpose" policy which is likely to mean more assertive work with individual services including :

Closer monitoring of quality of outcomes  
How the annual Youth Justice Plan is developed to meet local needs  
The effectiveness of the partnership ( including the Cardiff YJ Board)

The YJB makes a significant resource allocation to all Youth justice services each year. We are expecting this to be a cash flat settlement in 23-24 compared to 22-23.

HMI Probation are starting the consultation on the next Framework for Inspection of youth offending services to come into place in 2024. Cardiff will contribute to this review.

## **Operational Manager Update on Youth Justice Service progress – Angharad Thomas**

### **1) Staffing**

There have been a number of staff changes over recent months with successful recruitment taking place, additional posts created, new JEQs and re-gradings completed and vacancy management issues arising.

We currently have 2 x Grade 7 statutory case manager posts vacant, having recently successfully recruited into a third vacancy. We will be using an agency YJS worker whilst the remaining posts are advertised.

The vacancy for the second substance misuse worker has been filled and all substance misuse input is now overseen by the CAVDAS (Cardiff & Vale Drug and Alcohol Service) alliance.

We have been successful in recruiting into the newly created full time Speech & Language therapist post with the post-holder starting at the beginning of March.

Additionally, we have a vacancy for the YJS Information officer with the previous post-holder successfully obtaining another role within YJS as the Volunteer Co-ordinator. Interviews are due to be scheduled in coming weeks for shortlisted candidates. The YJS Business Support Manager and the YJS OM are currently covering Performance reporting arrangements on an interim basis.

The Ministry of Justice has awarded Cardiff YJS just over £402,000 over the next two years via the Turnaround Grant to improve outcomes for children on the cusp of the justice system, maintaining a non-criminogenic approach with the aim of preventing them going on to (re)offend. We are utilising this grant to expand the Prevention and Diversion offer within the service – including the creation of two new Prevention case manager posts and a Project Manager to assist with the co-ordination of the Turnaround funded work. Recruitment processes are underway for all three posts.

We have also been able to advertise an additional post within the Court Team following the retirement of the previous post-holder and will be interviewing in the coming weeks.

A further Intensive Intervention worker post is also due to be advertised shortly enhancing the contact offer to our young people most in need of additional support.

## **2) Project Updates.**

### **a) Turnaround – Crossroads**

The Turnaround Grant received from the Ministry of Justice has allowed to us to re-brand and re-launch the YJS Prevention and Diversion Offer.

All Pre-court Intervention work will now come under the banner of **Crossroads** – a name chosen by young people to represent the point they feel they are at in their life when they begin to come to the attention of Police resulting in initial referrals to Cardiff Youth Justice Service.

The '**Crossroads**' name will cover all form of voluntary diversionary intervention work as carried out by Cardiff YJS and its commissioned third sector partner Media Academy Cymru.

The Crossroads team will consist of a core team of:

- 1 Prevention Senior Officer,
- 1 Crossroads Project Manager,
- 8 YJS prevention case workers,
- 4 MAC Divert staff (including 1 Manager)

...with wider access to support from YJS intervention staff including Health, Education & Police

Crossroads intervention is based on a consent-led process with young people and families, assessment will primarily take the form of an 'Early Help' style assessment remaining Child First and holistic, considering the child's views, wishes and any diversity needs. In this respect Cardiff YJS use a BAT (Brief Assessment Tool) based on the principles of the YJB Asset Plus assessment.

**Children accessing Crossroads support will not be assessed using the YJB Asset Plus tool unless they are in receipt of a Youth Caution**

The Crossroads scheme will also cover the multi-agency Out of Court Diversion process and disposal decision-making panel. Currently we facilitate a Bureau panel alongside Police colleagues within this remit – we are awaiting finalised Out of Court Principles and Guidance from the YJB to decide next steps in relation to the panel process.

### **There will be four significant points of entry to Crossroads intervention**

- Individual referral from professional prior to any arrest being made:
  - Crossroads referral form completed with consent from school/youth worker/social worker/police etc
  - automatic ASB referral trigger from police
  - automatic Police RJ trigger
  
- Individual referral from Police custody following arrest:
  - NFA decision
  - released under investigation
  - referral for Out of Court Disposal
  
- Individual referral back from Court for young people:
  - eligible for Out Of Court Disposal
  - case dismissed due to positive conclusive NRM
  
- Group requests to YJS from schools/community groups for targeted classroom/centre based workshops

### **Funding**

The Turnaround money will compliment, but not duplicate the money received via the Promoting Positive Engagement money from Welsh Government

### **b) Partnership working**

Cardiff City Foundation

We continue to work alongside the Cardiff City Foundation who have assisted with providing a half term project for 8 young people open to YJS consisting of boxing, football and 'talking point' sessions linked to communication skills, healthy relationships, emotional wellbeing and crimes and consequences and culminated in a celebration event including tickets for the Cardiff City game on 24<sup>th</sup> February

Harmful Sexual Behaviour

Our HSB worker delivered sessions to 120 Year 11 pupils (6 workshops) at St Illtyd's Catholic High School in relation to healthy relationships and the influence of social media following concerns raised by the school around pupil's behaviour and perceived attitudes linked to the publicity surrounding Andrew Tate and other online 'influencers' within the 'manosphere'.

This was received extremely well by both pupils and staff and will be something that can be repeated and replicated where needed

Restorative Justice

As a result of links made with Cardiff Third Sector Council (C3SC), the YJS were given tickets to access the Wales Restorative Approaches Partnership (WRAP) conference on 'Being Restorative with Families and Communities'. This was attended by our Victim Officers who have made further connections and enhanced their skills around engaging with victims of offences and developing empathy within young people

PREVENT

The YJS OM has been appointed as the new co-chair of Cardiff & Vale Channel Panel and in turn has strengthened links with the Local Authority Prevent team with a large number of staff attending a variety of training sessions around extremist ideologies.

### **3) Performance and KPIs**

The current national KPIs are as below

- First Time Entrants
- Rate of Reoffending
- Use of Custody

With further local measures around;

Suitability of accommodation

Access to health support

Access to substance misuse support

An additional Corporate KPI has been introduced where we are tracking the number of 'preventative' referrals made into the service.

This quarter's performance report is still being finalised with the local KPIS data so we are unable to yet provide figures but indications are that Cardiff is well within its agreed targets for National KPIs. As of Quarter 2 performance report Cardiff YJS remained the 'best' performing of our statistical family of YOTs

We currently only have two young people in custody for offences where the court deemed there was no alternative option due to seriousness and frequency of offending.

**Data for Corporate KPIs for 22/23 Q1, Q2 and Q3 is as follows with targets set for 23/24**

**First time Entrants**

Actual

<b>2022-23</b>	Q1	14	17
	Q2	9	17
	Q3	8	18
	Q4		18
			<b><u>70</u></b>

Target

<b>2023-24</b>	Q1		15
	Q2		15
	Q3		15
	Q4		15
			<b><u>60</u></b>

**Reoffending**

2022/23

YJS Percentage of young people re-offending within 6 months	No of young people offending	No of re-offenders	Percentage re-offending	Target
2022-23 Quarter 1	12	3	25.00%	40%
2022-23 Quarter 2	16	7	43.80%	40%
2022-23 Quarter 3				40%
2022-23 Quarter 4				40%
2022-23				40%

**2023/24 – We are still awaiting finalised Q3 data, but target will remain at 40% due to decreasing numbers on YJS statutory caseload and an increase of 1 or 2 could result in a percentage ‘spike’**

## Prevention

2022-2023	100
2023-2024	130

Target will increase to 130 for 2023/24 – we accepted over 100 referrals in the first 9 months of the year and expect 30-40 this quarter. Turnaround funding will expand the Prevention remit but there will also be a wider focus on diversion out of YJS entirely to specialist services as and when appropriate therefore balancing out some of the YJS prevention demand.

### **Changes in KPI reporting from April 2023**

The youth justice system has developed significantly since the current set of KPIs were introduced, with the multi-agency model now much more firmly embedded. Whilst the number of children entering the system with a statutory disposal has fallen significantly, it is clear YJSs are working with increasingly complex caseloads.

The Ministry of Justice has developed a new set of KPIs to reflect areas that are strategically important in delivering effective services for children and will provide an understanding of how YJS partnerships are responding to this different context.

### **YJSs will be required to record new KPI data from 1<sup>st</sup> April 2023 as well as FTE, reoffending and custody**

The new set of KPIs is as follows

- Suitable accommodation
- Education, training and employment
- Special educational needs and disabilities/Additional learning needs
- Mental health care and emotional wellbeing
- Substance misuse
- Out of court disposals
- Links to wider services
- Management board attendance
- Serious violence
- Victims