

**Cardiff Youth Justice Service**  
**Report to Children & Young People Scrutiny Committee**

**June 2023**

Dear Councillor Bridgeman

Please find below responses to all questions asked following the last YJS update given in March 2023

**Progress report on the Turnaround grant – how and where this money is being spent and what impact this is making (when the results start to emerge).**

We have recently submitted our first quarterly returns to the Ministry of Justice regarding the Turnaround grant expenditure. The money has been primarily spent on recruitment, promotion and mobilisation with some unforeseen delays due to recruitment lead times. The Turnaround grant also did not allow us to include young people referred at Stage 2 of the ASB process limiting the young people on the caseload last quarter eligible for grant funding. This has now been modified by the MoJ following feedback from YOT Managers Cymru and going forward we will now be able to apply the grant to work with a much wider group of young people.

Below is the grant activity outline sent to the MoJ. This quarter we have already received over 30 referrals so are now already above target with an influx expected following the incident in Ely and subsequent arrests. As the months roll on we will have a clearer picture of how the additional funding is working. We have also been able to bolster up our Summer holiday offer with a wider programme of diversionary activities being developed, building on the success of last year.

We have met with our MoJ Turnaround Regional representatives who are fully briefed and content with the current situation

**Overview of Activities Undertaken**

| Please state how many interventions you started in Financial Year 22/23 | Please state your actual target number of interventions as per your Grant Funding Agreement | Agreed time for completion of target number of interventions |
|---|---|--|
| 4   | 18  | 31 March 2023  |

|   | Activities undertaken | Detail of Activities undertaken and when   |
|---|-----------------------|--|
| 1 | Recruitment           | 2x Crossroads Case Workers and 1x Crossroads Project Manager recruited in March.   |
|   |                       | Recruitment originally began in January 2023 for these posts, however the process took much longer than anticipated as they required |

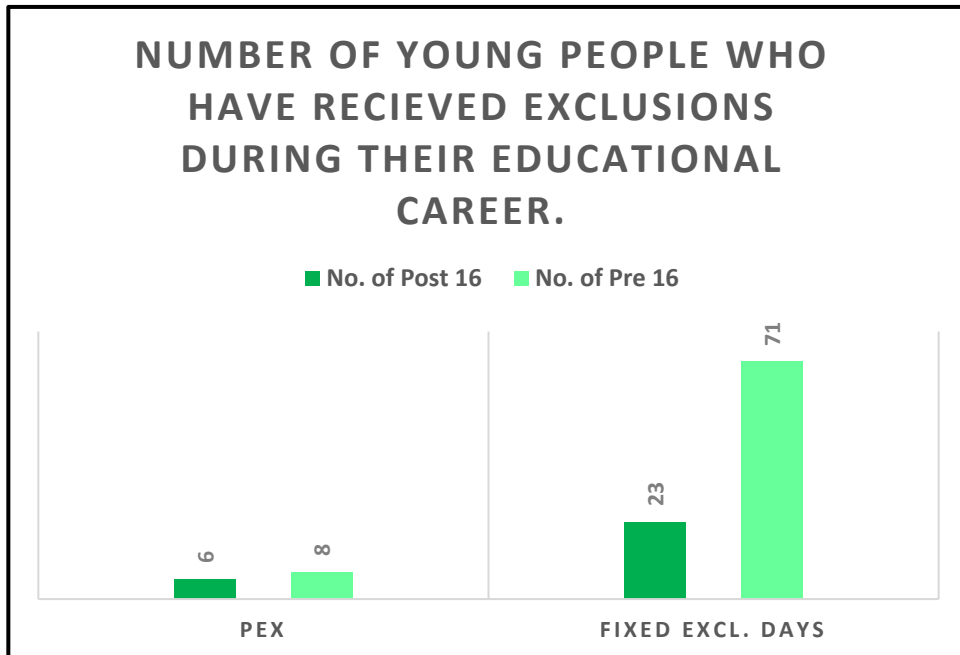
|   |              |  |
|---|--------------|--|
|   |              | <p>Director approval and sign off.</p> <p>HR processes also added to delayed timescales as policies and guidelines had to be adhered to in terms of:</p> <ul style="list-style-type: none"> <li>- Drafts to be sent to the recruitment team to ensure all statutory and corporate requirements were included.</li> <li>- Job advert, description and person specification must be translated</li> <li>- Set timescales for advertising roles externally (Minimum 2 weeks).</li> <li>- Minimum 2 week timeframe between notifying successful applicant</li> <li>- HR candidate approval / rejection processes including Interview Record Sheets to be submitted.</li> <li>- Right to Work checks</li> <li>- DBS checks</li> <li>- Gap in employment checks</li> <li>- Reference checks</li> <li>- Medical Clearance</li> </ul>  |
| 2 | Mobilisation | <p>Work on partner engagement &amp; designing merchandise:</p> <p>The Turnaround funding has been used to expand the current Prevention remit to include all pre-court intervention work. The Prevention team have rebranded and relaunched the service under the new banner 'Crossroads'.</p> <p>During this time, all partners have been made aware of the Crossroads project through a variety of meetings and discussions. The current Prevention team and YJS Management team have been heavily involved in promoting this work. This has ensured that we will maximise our referrals and engagement in Year 2.</p> <p>A filtering process took place of the newly opened March cases to ensure that any young people that were eligible for Turnaround were captured for intervention figures.</p> <p>'Crossroads' was the 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.</p> <p>It was important to include the Young People Cardiff YJS work within this process to ensure their voices and views were heard and for them to be reflected in this new service.</p> <p>A barrier often encountered by Cardiff YJS is gaining consent from families to work with young people because families often don't want to be associated with the Criminal Justice System or an arm of Children's Services.</p> <p>Using a name that was chosen by Young People will hopefully break that barrier to consent and engagement and will therefore enable us to work with more young people eligible for the Turnaround Programme.</p> <p>Further consultation sessions were held with staff and Young People in order to design a logo for 'Crossroads'.</p> <p>The process for designing the logo also took far longer than originally expected. It required:</p> <ul style="list-style-type: none"> <li>- Logo to be sent to a Corporate Graphic Designer for the original sketch to be designed in numerous different formats</li> </ul> |

|  |   |
|--|---|
|  | <p>(jpeg, png, &amp; .eps files).</p> <ul style="list-style-type: none"> <li>- Logo had to follow the Council's brand guidelines.</li> <li>- Logo to be translated by Bilingual Cardiff</li> <li>- Agreed and added to Cardiff Council's list of approved logo's.</li> <li>- Final design to be approved and signed off by the Council's corporate department.</li> </ul> |
|--|---|

**Issues/Challenges**

| Issues/Challenges | Details of how these are/will be resolved/mitigated for Y2   |
|-------------------|--|
| 1 Recruitment     | Recruitment & HR processes took longer than expected.  |
| 2 ASB             | Change to allowing Stage 2 ASB from Year 2 will allow us to fully achieve and potentially exceed our intervention targets and figures. |

**• Provide data on how many of the current YJS cohort have been excluded from school; and some narrative on how you and education/schools will mitigate these numbers over time.**



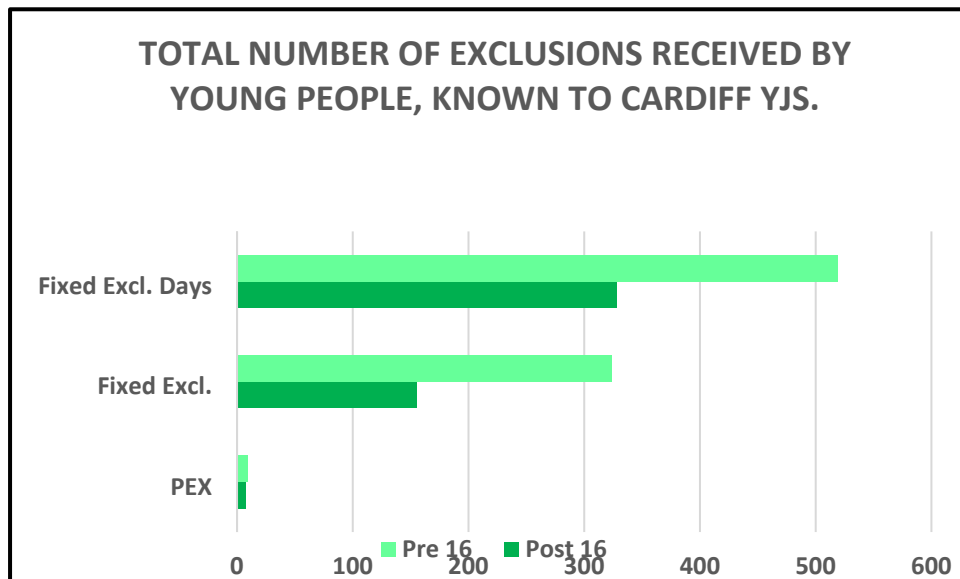
This is the data for the current Cardiff YJS Post 16 and Pre 16 caseloads.

### Pre 16

- 8 young people have had permanent exclusions. **(6.7% of the caseload)**
- 71 young people have had fixed exclusions. **(59.7% of the caseload)**

### Post 16

- 6 young people have had permanent exclusions. **(13.6% of the caseload)**
- 23 young people have had fixed exclusions. **(52.3% of the caseload)**



This graph shows the total number of exclusions received by young people in both Pre-16 and Post 16 caseloads. The number of young people on the Pre-16 caseload is significantly higher than the Post 16 caseload (almost x3 as large).

*A Post 16 young person received no permanent exclusions but received 40 fixed exclusions across 4 educational settings. This equated to 69 fixed exclusion days. They were also statemented with Behaviour, Emotional and Social Difficulties.*

### How these numbers will be mitigated over time?

- Kathryn Mogford (Education/YJS link officer) works with Post 16 educational providers and alternative educational providers (e.g. ACT, CAVC, Junior Apprenticeship Programme, EOTAS etc) to ensure young people are able to access alternative educational settings if the young person's school experience is not working for them. This can also be an alternative opportunity to the young people potentially receiving a permanent exclusion in the future.
- The Inclusion team within the LA work within schools to support young people's emotional health and wellbeing.
- The appointed YJS Education officer will liaise with all educational settings for Pre-16 young people.
- Temporary reduced timetables can provide support for young people who are struggling with a full-time timetable and who are at risk of exclusions.

- The number of exclusions is monitored monthly and reported to the LA Educational Management Team (EMT) to inform Council leadership and, if required, receive further investment to mitigate issues in the future.
- Kathryn Mogford and Sadie Kotyla (previous Education officer – now Crossroads Project Manager) work with Youth Services to get young people further support that they may not be receiving in educational settings.
- Kathryn, Sadie and Greg Nicholas (Prevention and Partnerships Manager) attend regular SAFE mapping meetings to identify young people at risk of exploitation and gain further information from outside agencies, such as Action for Children, ThinkSafe, Women's Aid, South Wales Police. By gaining a larger picture of the young people, it can help to receive support and liaise information with educational support.

**Provide examples of projects, programmes, and initiatives you are working on with the links you have made with education and schools.**

- Youth Services – young people are referred to Youth Mentoring and can access many programmes and support to engage them in education. They provide access to some qualifications and courses such as barbering, hair and beauty etc. The YJS caseload is regularly highlighted to ensure Youth Mentoring support is considered where appropriate
- Meetings and working groups with Suzanne Scarlett and SAFE partnership to identify and improve data collection and how support is allocated to the most vulnerable young people, particularly for the young people involved in the Cardiff YJS.
- Communication is effective between Post 16 educational providers and KM. Following a SAFE initiative, providers are informed of young people attending the setting and information is shared to give the best support to the young person.

*Recently, KM, Chris S (YJS worker) and Nikki (SWP officer) were able to share information and concerns with CAVC about a young person. Following this, further information provided by CAVC caused concerns. A meeting between CAVC safeguarding, YJS officers, course tutors, KM and the young person were able to meet and have an honest, open conversation about the risks of continuing behaviour to prospects and involvement in the criminal system.*

- YJS Education Welfare Officer post is currently out to advert. The successful candidate will work closely with Kathryn, Greg and Sadie as well as police and CAVDAS (Cardiff and Vale Drug and Alcohol Service) workers to develop a targeted workshop offer of support to take into schools and speak with groups of identified pupils round topics of ASB, offending, substance misuse and other relevant subjects from September. This will form part of the wider SAFE curriculum work that is being developed alongside Education colleagues and the Police School Liaison team

**Provide examples of projects, programmes, and initiatives you are working on with the links you have made with the wider YJS partnership.**

- Education - Kathryn has been providing reports and analysis to the Cardiff YJS Sub-committee regarding several different topics such as disproportionality, transitions and educational risks and consequences. This has then also been presented and discussed at YJ Management Board with wider work around transitions and overrepresentation also being key themes at board level.
- Cardiff City Foundation – we continue to work closely with CCFC to provide 1-2-1 mentoring opportunities for young people, referrals to targeted 'Kicks' groups and development of YJS diversionary activities throughout the school holidays – Easter, half terms and summer

- YJS StaySafe staff are working in partnership with Cardiff Youth Service and local police to provide weekend targeted outreach support for young people living in Ely as well as continuing to support police, youth service and other agencies at events held in the City Centre throughout the year – music concerts etc.
- The 'Driving Change' programme has been set up by YJS alongside South Wales Fire and Rescue, Police and MAC as part of a wider South Wales Police and nationwide approach to working with young people arrested for driving offences – no insurance, no licence etc. This will predominantly be used through the Out of Court Disposal process
- Group interventions – three group programmes are in the process of being developed by a number of staff within the team – social workers, Probation, YJS workers, police, Health and Education. These will be ready for roll out in the coming weeks:-
  - Knife crime and weapons awareness
  - Substance misuse
  - Peer influence and exploitation
- We continue to host a 6 month placement for a St Giles peer mentor who is providing 1-2-1 support for YJS young people whilst working towards his Level 3 Advice & Guidance. We will be looking to host subsequent placements in this respect as this project has gone so well with great feedback from young people and the mentor himself.

**• In addition, Members of the Committee were interested in the pilot scheme at St Illtyd's in relation to Harmful Sexual Behaviour and would request that the next update include information on whether this pilot will be rolled out.**

The HSB worker within the team has moved on to a new role – fortunately still within the Youth Justice Service. The current plan is not to directly replace that worker but instead upskill as many of the YJS staff as possible in being able to discuss and work with young people on this sensitive issue so it doesn't sit with just one worker – instead allowing those who build the best relationship with the child to have those conversations. It also allows us to recognise the vulnerability of young people who are exhibiting concerning behaviours without labelling them. In order to do this we are commissioning staff training from Barnardo's Better Futures project and the work can then be incorporated into 1-2-1 sessions and offered as part of the wider rollout of workshops with schools as mentioned previously

Angharad Thomas

Operational Manager

Cardiff Youth Justice Service