



Youth Justice Plan

April 2021 - March 2022

In Partnership with Thames Valley Police, The National Probation Service (Thames Valley) and NHS (Frimley Clinical Commissioning Group)

INTRODUCTION TO THIS YEAR'S PLAN

The Crime and Disorder Act 1998 places a responsibility for Youth Offending Teams (YOTs) and their partnerships to produce a Youth Justice Plan setting out how YOTs will be resourced in a local area and the services which will be available in relation to the statutory primary aim of YOTs which is to prevent youth offending in the area.

This plan contains a renewed focus on how children and young people experience the service offered to them and also what is required to ensure data informs the planning around resources. It was discussed and agreed with Board Members on the 18/06/2021.

Bracknell Forest Youth Offending Team has continued to deliver Youth Justice Services to young people during the Covid 19 Pandemic. A recovery plan was written in line with local arrangements and progress on recovery has been monitored by the YOT Management Board.

At the start of the pandemic service delivery was affected by the closure of the YOT building from March 2020. Face to face intervention was momentarily halted and this presented challenges in terms of assessments, delivering direct work, and managing risk effectively. Refer to Annex B; YOT Covid Recovery Plan.

Face to face contact was reintroduced in line with Government and LA Guidance during the summer 2020 with further restrictions from January 2021.

The Partnership have continued to provide adequate staffing and resources for the YOT to be able to conduct its core business and meet national standards in respect of timely specialist provision and will continue to meet the emerging risks of Covid 19 through collaborative working.

In developing this plan, and as some degree of normality resumes, we have prioritised and considered a child/ young person's journey through the youth justice system; considered the needs of those individuals and staff at key points and what strategic partnerships can contribute during these unprecedented times.

Service user engagement and views have supported the actions within our plan.

This plan includes:

- Structures and Governance
- Partnership Arrangements
- Resources and Value for Money
- Risks to Future Delivery
- Review of Key Achievements and Challenges 2020-2021
- Priorities for 2021-2022

- Performance
- The Work of the YOT and Action Plan

An Action Plan monitored by the YOT Management Board is in place to deliver against the three national measures for YOTs; reducing first time entrants into the youth justice system; reducing reoffending and reducing the use of custody for young people. However, given the need for a range of activity to prevent offending a detailed action plan also includes intended activity in relation to:

- Preventing Youth Crime
- Reducing Reoffending
- Use of Custody
- Public Protection
- Safeguarding
- Education
- Restorative Justice
- Involving Young People

SECTION 1: DEMOGRAPHICS, STRUCTURE AND GOVERNANCE

1.1 Demographics

Bracknell is one of six unitary authority areas within Berkshire in Southern England. It covers three towns, Bracknell, Sandhurst and Crowthorne and also includes the areas of North Ascot, Warfield and Winkfield. Parts of the borough border neighbouring boroughs such as Wokingham Borough Council and the Royal Borough of Windsor & Maidenhead. The south of the borough also borders parts of Surrey and Hampshire.

The whole population of Bracknell Forest is 122,549 (Office of National Statistics; ONS latest midyear 2019) with the 10-17-year-old population being 12,881. Of the 12,881 young people; 6,612 are Male and 6,269 are Female.

1.2 Structure and Governance

The YOT is located within Children's Social Care of the People Directorate of Bracknell Forest Borough Council. Overall responsibility for the Youth Offending Team transferred at the beginning of May 2021 to Head of Service, First Response Family Safeguarding whose portfolio includes MASH and Duty and Assessment. The Head of Service reports to the Assistant Director of Children's Social Care who is a member of the YOT Board.

The YOT Management Board meets quarterly. The Board informs the Community Safety Partnership which is reflected in its membership along with other relevant statutory partners. The Board scrutinises performance and develops actions for improvements where necessary. It provides

clarity for partners about the scope of their role in governing the YOT and to maintain a good understanding of the range and quality of youth justice services delivered by Bracknell Forest. Staffing and resource issues are regularly reviewed, and the Board assists in setting the strategic direction of the YOT.

The priority of the YOT Board this year is reinforcing the message of thinking ‘child first, offender second’.

There is therefore a need for the Board to ensure that young people who offend or those at risk of entering the youth justice system have access to universal, targeted and specialist services within Bracknell Forest and that partner agencies recognise and maintain responsibility for contributing to the reduction of offending by the children and young people.

The Terms of Reference of the YOT Management Board include overseeing the development and implementation of the Youth Justice Plan; considering resource and workload issues; receiving reports in relation to audits of effective practice; scrutinising data protocols. The group also ensures that Public Protection and Safeguarding issues are managed in accordance with local policy.

The YOT Management Board takes responsibility for monitoring overall performance of the YOT with a Performance Management Report taken to each meeting. The YOT Management Board holds the YOT to account regarding the timely submission of data, compliance with secure estate placement information, completion of national standards audits and Inspector oversight of Critical Learning Reviews following community safeguarding and public protection incidents. Where there are areas of under-performance further multi-agency action plans are developed and agreed by the YOT Management Board with implementation monitor.

1.3 YOT Management Board

Table 1: Members of the YOT Management Board

Name	Agency representing
Ian Boswell (Independent Chair)	Retired Chief Inspector, Thames Valley
Sonia Johnson	Assistant Director, Children’s Social Care, Bracknell Forest Council
Andrew Ellery	Head of Service, First Response, Bracknell Forest Council
Elaine Morgan	Head of Early Help, Bracknell Forest Council
Kashif Nawaz	Head of Children’s Support Services, Bracknell Forest Council
Alison O’Meara	Head of Community Safety, Bracknell Forest Council
Jillian Hunt	Head of Service, Drugs and Alcohol, Bracknell Forest Council
Susannah Jordan	Health Representative, Clinical Commissioning Group, NHS
Jeffrey Cluff	Senior Probation Officer, National Probation Service, Thames Valley
Sgt. Jemma Calver	Youth Justice Unit, Thames Valley Police
Inspector Helen Kenny	Thames Valley Police
Jo Graves	Operational Manager, Youth Offending Team, Bracknell Forest Council
Lilias Anderson	Senior Accountancy Officer, Bracknell Forest Council

SECTION 2: PARTNERSHIP ARRANGEMENTS

The YOT interests are represented on the following strategic and operational multi agency groups:

Strategic

- Community Safety Partnership
- Children and Young People's Partnership
- Local Safeguarding Board
- Violence Reduction and Exploitation Prevention Strategic Group
- Domestic Abuse Executive Group
- Prevent Steering Group
- The Drug and Alcohol Management Board

Operational

- Missing and Child Exploitation (MACE)
- Makesafe (MACE Subgroup)
- Channel Panel
- MATAC (Multi Agency Tasking and Coordination)
- MAPPA (Multi Agency Public Protection Arrangements)
- Problem Solving Partnership Group
- LSB Forum

The YOT is also involved with partners in 'task and finish groups' (focussed on specific pieces of work), child protection conferences and core groups, child in need meetings, and Local Police Area (LPA) Operations, the latter particularly in relation to children vulnerable to exploitation and going missing.

YOT continues to be involved in local partnership work to reduce the number of young people in Bracknell Forest who are NEET (not in education, employment, or training). The focus has been on developing closer working relationships with SEN colleagues in education. This has supported a policy outlining how YOT and SEN support young people with SEN in the Youth Justice System.

YOT has a dedicated Education worker in post (0.2 FTE) who works closely with schools to prevent young people being excluded from education.

The YOT receives and acts on information provided by a Thames Valley YOT representative from Pan Berkshire meetings, e.g. the Local Criminal Justice Board (LCJB).

Protocols

In addition to Statutory Guidance which governs the work of the YOT, e.g. Working Together to Safeguard Children, the following local protocols are in place with Children's Social Care:

- Protocol for the Exercise of Joint Responsibilities between the YOT and Children's Social Care
- Exercise of Joint Responsibilities for Young People Remanded into Local Authority Accommodation or Youth Detention Accommodation
- Policy and Protocol for the Prevention of Offending of Children Looked After
- Youth to Adult Transitions Protocol (with Probation)
- The YOT has protocols in place for joint working with all secondary schools in Bracknell Forest and with the local Youth and Crown Courts

SECTION 3: RESOURCES AND VALUE FOR MONEY

The following table sets out total staffing costs and cash contributions agreed for 2020-2021:

Table 2: Financial contributions from partners

Agency	Staffing costs	Revenue (payments in kind)	Other delegated funds	Total
Local Authority	£212,760	£0	£66,140	£278,900
Police Service	£23,088	£0	£0	£23,088
National Probation Service	£23,278	£0	£0	£23,278
Health Service*	£17,635	£0	£0	£17,635
Police & Crime Commissioner Grant **	£59,500	£0	£0	£59,500
YJB Practice Grant **	£129,296	£0	£0	£129,296
Total	£465,557	£0	£66,140	£531,697

** Refer to Annex A - Summary Outline of Grant Compliance documents

3.1 Staffing Resource 2021/2022

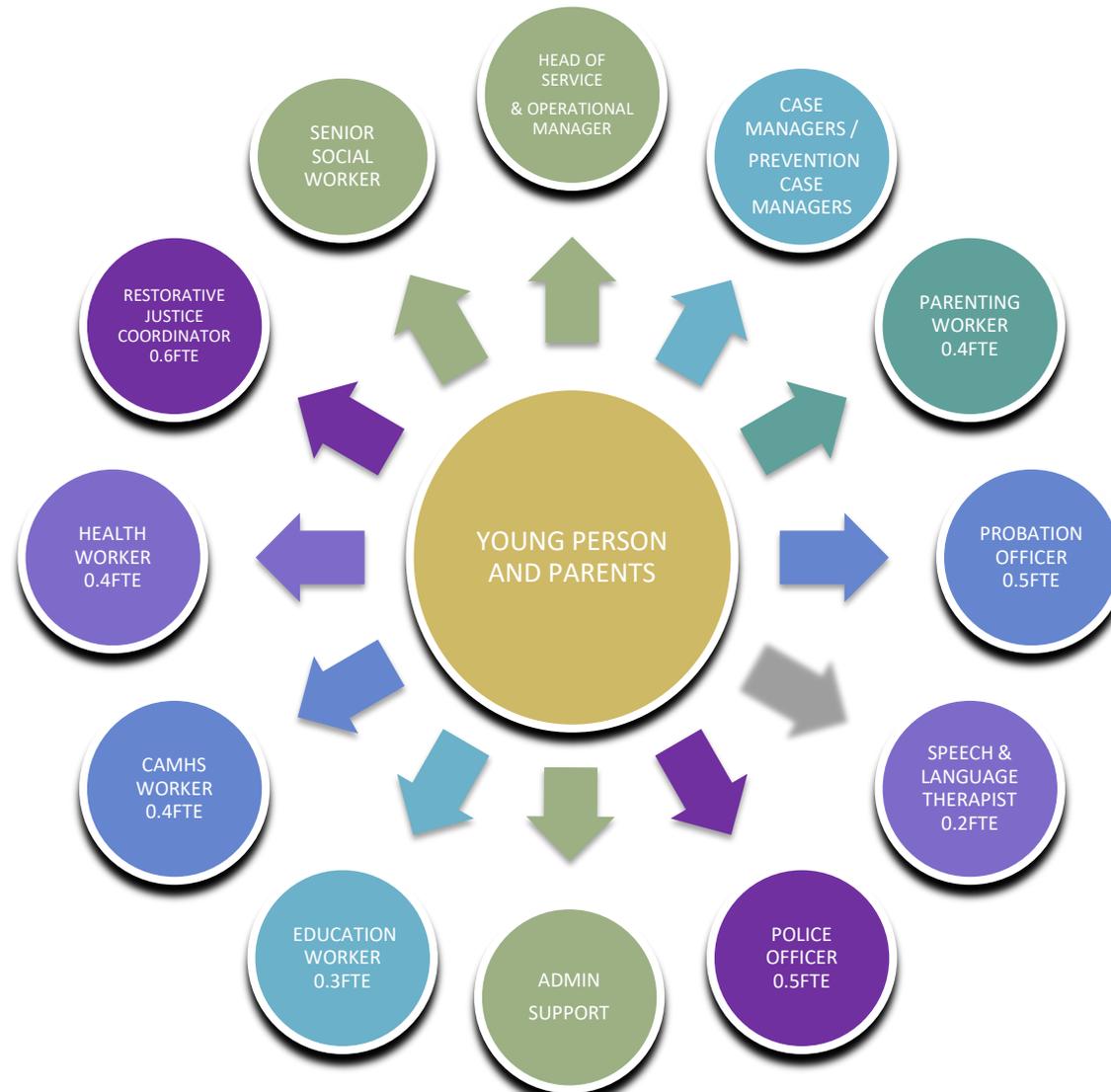


Figure 1: Multidisciplinary roles involved within the YOT team

SECTION 4: RISKS TO FUTURE DELIVERY

Developments within the Council and the partnership at a national policy level and local level will create a range of potential challenges as we adapt to respond. These include:

- Ongoing recovery from Covid (how, when, where)
- Pressures on budgets and staffing
- Increased demand for preventative work
- Safe and appropriate environment for young people and staff to meet
- Competing priorities within the team in terms of making a positive impact on young people
- Contextual safeguarding

There is a Risk Register to manage these risks which will be overseen by the Management Board.

SECTION 5: KEY ACHIEVEMENTS AND CHALLENGES OF 2020-2021

5.1 *Key achievements of the last year have been:*

- 1) Continued strong performance against national indicators, reducing the use of custody and reducing the number of First Time Entrants into the Criminal Justice System:
 - Parenting worker is now in post and supports with prevention work
 - Some 1:1 work has taken place via Teams or face to face, where it has been safe to do so
 - YOT newsletter established to raise awareness and encourage participation and public engagement with the YOT
- 2) Reduction in reoffending rate for all young people including those looked after:
 - Proper consideration for the diverse needs of these young people
 - Child first; offender second approach - trauma based practice
 - Intervention planning is more inclusive of young person and carer/s
 - Working to *Thames Valley Protocol on Reducing Unnecessary Criminalisation of Children in Care and Care Leavers 2020*, developed in Sept 2020
- 3) Increased collaborative working relationship between YOT and SEN colleagues:
 - Policy work
 - Continued and appropriate special educational provision when a child or young person is in custody and throughout the resettlement period
- 4) Positive outcome from prevention audit highlighted:

- Collaborative working with partner agencies
 - Comprehensive assessments and planning
 - Positive feedback from families; young people, parents, and carers
- 5) Following the successful health and justice bid last year effectively utilised funding to:
- Increase CAMHS capacity within YOT so providing increase to therapeutic resource
 - Additional training for staff included mental health first aid and self-harming
- 6) Continued to support existing staff and those returning following a break:
- Risk management workshop and policy update
 - Review and update of staff induction information
 - Regular 'keeping' in touch to increase resilience and support to accommodate remote working
- 7) Successful completion of National Standards Strategic and Operational Self-Assessment
- 8) Successful Multi-Agency action plan upon discharge from Custody
- Role out of GPS location monitoring tool to improve safeguarding from exploitation and public protection
- 9) Use of AIM 3 Assessment
- YOT staff completing AIM 3 Assessments to also assist Children's Social Care Teams

5.2 Key challenges of the last year have been:

- Adapting to a different way of delivering services during the pandemic
- Responding to fluctuating demands in services which link to schools being in session
- Group work in secondary schools has been deferred during Covid
- Challenging budgetary position for the Local Authority
- Sourcing suitable premises for which to operate face to face meetings with young people safely and for staff to work from
- Accessibility of suitable home working equipment and virtual platforms in the initial stages of the pandemic
- Accessibility of suitable platforms in the initial stages of the pandemic to communicate and engage young people
- Addressing County Lines as they affect young people in the area
- Change of leadership within the YOT and a commissioned independent review

SECTION 6: PRIORITIES FOR 2021-2022

Priorities for the coming year are reflected in the Action Plan and include:

1. Driving the 'child first; offender second' agenda in line with the YJB Strategic Plan

2. Develop collaboration with Early Help in relation to areas such as parenting, exploitation, and targeted youth services
3. Address the financial challenges faced by the YOT through pressure on budgets
4. Develop an enhanced case management approach to more complex cases in the YOT cohort as part of trauma informed practice
5. Increase the effectiveness of supporting NEET young people into employment or training using a range of available services
6. Continue to prepare for Inspection
7. Ensuring data and reporting is usable and fit for purpose to inform service provision and improve performance (against National Indicators)
8. Developing a Risk Register to manage the risks to future delivery
9. Completing the change of accommodation to see young people
10. Respond to the recommendations of the commissioned independent review

SECTION 7: PERFORMANCE

There are three Impact and Transparency National Indicators for the Youth Justice System which were introduced in April 2011 without targets: (1) Reoffending of young people in the youth justice system, (2) First time entrants to the youth justice system, and (3) Use of custody for young people.

Table 3: Bracknell Forest YOT performance against three Impact and Transparency National Indicators

Indicator	Source	Description / Measurement Period	Unit	Start of measurement period (Year)				
				2016	2017	2018	2019	2020
Reoffending of young people in the youth justice system	Gov.uk website https://www.gov.uk/government/statistics/proven-reoffending-statistics-july-2015-to-june-2016	Represents the reoffending rates of the cohort from the previous year in terms of the number of reoffenders, and the binary rate (July > June)	#	12	9		5	
			%	23.5	19.1	50	21.7	
First time entrants to the youth justice system	PNC data released via YJB for Bracknell Forest	Number of first-time entrants to the youth justice system, measured across the calendar year (Jan > Dec)	#	30	27	18	11	11

			/ 100K	219	226	190	185	88
Use of custody for young people	The National Youth Justice Board Data information set using the new counting rules which came into effect in April 2018	Number of convicted young people receiving a custodial sentence, measured across the financial year (Apr > Mar)	YOS	1	0	1	3	0
			/ 100K	0.09	0.09	0	0.24	0

SECTION 8: THE WORK OF THE YOT AND ACTION PLAN

8.1 PREVENTING YOUTH CRIME

The Prevention Service

The Service has continued to develop in terms of reach and resources to meet local needs and trends. The age for referrals into the service is 10 - 17 years with some flexibility if it is assessed that a positive impact can be made.

The YOT Prevention Service is for children and young people who are presenting with behaviours and risk factors that suggest that they may become involved in the criminal justice system in the future. Prevention Service users have access to the same specialist workers as young people entering the statutory service, including Physical Health screening, CAMHs and Speech and Language Therapy. Many young people referred into The Prevention Service do not meet the threshold for CAMHs intervention but are experiencing low level emotional issues which are impacting on their education and relationships. The YOT Nurse continues to work with the CAMHs link worker and Clinical psychologist to identify how the needs of these young people can be met.

There continues to be a noticeable shift in the complexity of referrals and rise in the levels of risk. Many of the young people referred in this period were already known to the Police, schools and communities and services as perpetrators of crime and anti -social behaviour, suggesting that opportunities for more timely intervention had been missed. Creating a risk profile by improving data analysis and working with referring agencies to understand the risk factors associated with offending will ensure that referrals are made at the earliest opportunity.

The aspiration in Bracknell Forest is for greater collaboration with Early Help Services which has led to Youth Justice becoming part of The First Response Service. There has been joint training in relation to Parenting across Youth Justice and Early Help and this year training will be delivered jointly to reduce First Time Entrants to the Criminal Justice System.

The YOT Prevention Service delivers group work programmes in schools that promote healthy relationships and educate young people about exploitation. This year we will work in collaboration with our colleagues in the *Makesafe Team to review and co facilitate the programme to widen the scope of delivery.

The YOT Prevention Service features in the YOT Partnership and Strategic Plan in terms of reducing the number of First Time Entrants into the Criminal Justice System.

*The Makesafe Team are part of the Children's Specialist Services and work with Children who go missing and who are at risk of exploitation).

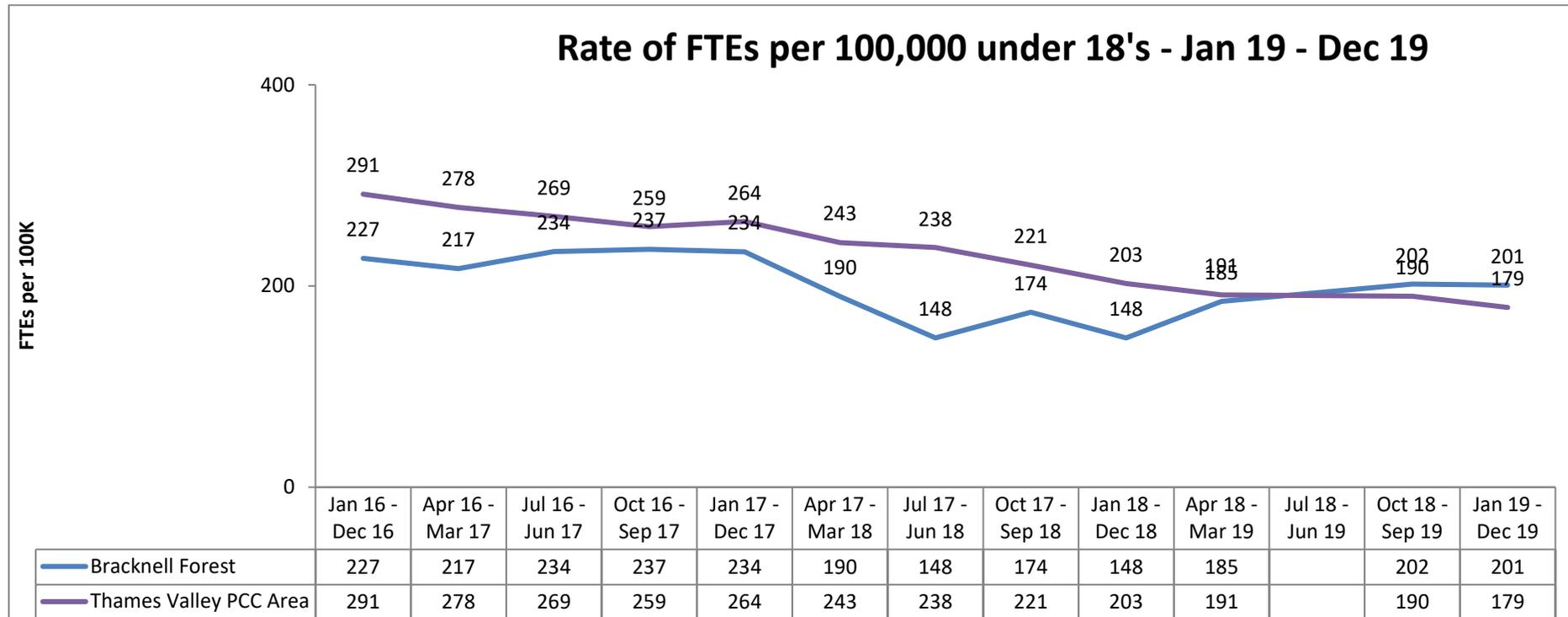


Figure 2: Data produced by the YJB shows FTE PNC rate per 100,000 of 10-17 years old population Jan 19-Dec 19 for Bracknell Forest YOT = 201 (35.3% change from Jan 18-Dec 18 baseline).

Out of Court Disposals

The YOT offers a Service to all Out of Court Disposals including Community Resolutions, Youth Cautions and Youth Conditional Cautions. The YOT has offered voluntary interventions via an 'opt in' letter to all young people subject to Community Resolution and Youth Cautions to prevent them reoffending and progressing further into the criminal justice system. Uptake for voluntary intervention at this level is an area for improvement. Where possible YOT staff will now take a more personal approach to engagement. YOT staff will attend the Caution delivery with the YOT Police Officer to discuss the service and benefits of early intervention with the young person and their parents. Cannabis use is recognised as a risk factor associated with criminal exploitation and criminality amongst our local youth population. Young people referred to the Drug Diversion Scheme receive a service from New Hope to address their substance misuse which is linked to offending. The Head of Service for New Hope is a member of The YOT Management Board.

To enhance the Restorative Justice process we will work with the Police to highlight the importance of working with the victim which has a proven impact on reoffending rates.

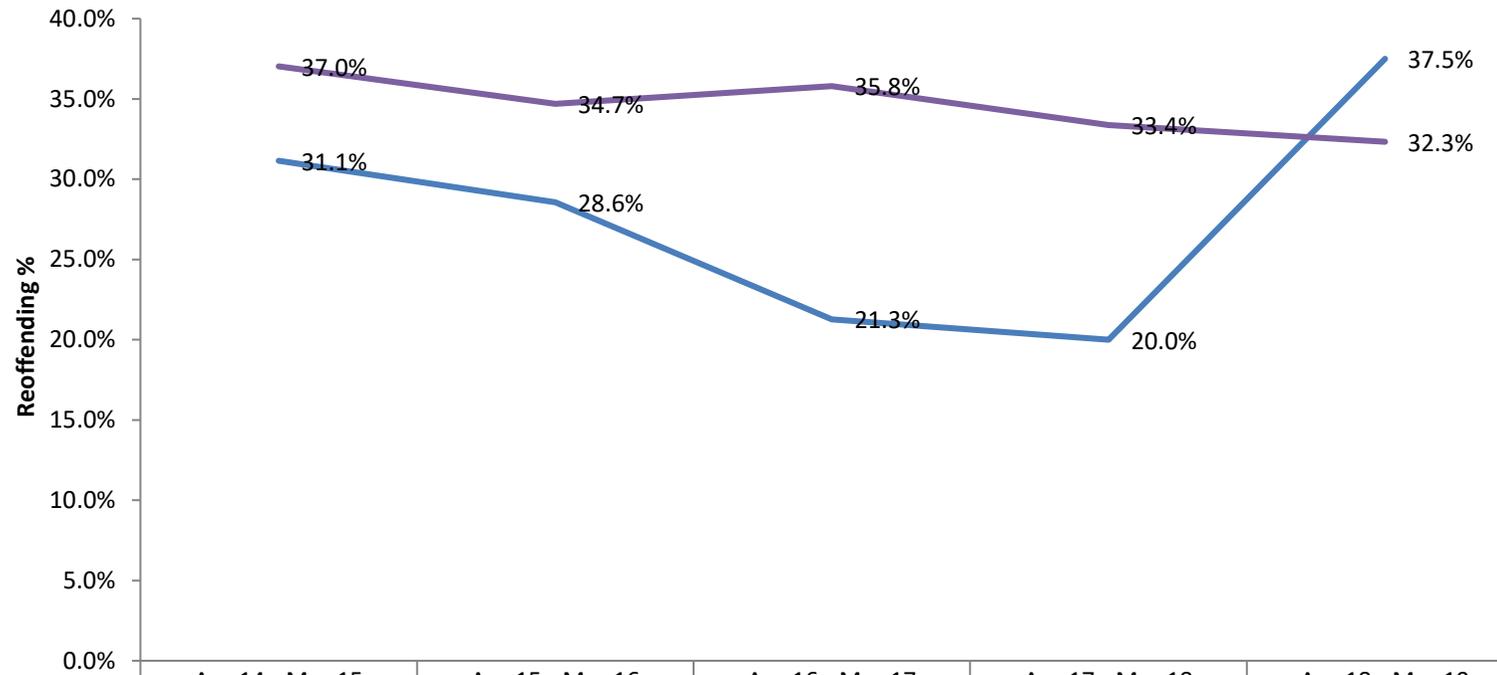
Table 4: Prevention Youth Crime Action Plan (Section 8.1)

Outcome sought	Action	By Whom	By When
Young people are referred into the Prevention Service at the earliest opportunity	Work with referrers to recognise the early indicators of future involvement in the Criminal Justice system	The YOT Operational Manager and Prevention Case managers	March 2022
All young people engaged in the Prevention Service will receive a speech, language, and communication screening	Case Managers will complete a Speech Language and Communication (SLC) screening tool at the initial assessment stage and refer to the Speech and Language Therapist (SALT) for further assessment if required	Prevention Case Managers. Speech and Language Therapist.	September 2021
Support is provided for young people experiencing low level emotional health problems	Health specialists in the YOT will work together to identify how to meet the needs of these young people	Health and Justice Manager, CAMHs Link Worker, YOT Nurse	Ongoing
Use the Prevention data base to continue to have an understanding of the needs of those using the service.	Continue to add to the Prevention data base. Data analysis	YOT Operational Manager, YOT Information Officer, YOT Case Managers	March 2022
New staff are competent in assessing and managing risk	New Case Managers will receive training in assessing and managing risk	The YOS Senior Practitioner	Ongoing
Improvement in the level of engagement with Community Resolutions and Youth Cautions	Where possible Case Workers will attend delivery of low-level Cautions to meet young people and their parents to promote the benefits of early intervention	YOT Operational Manager, YOT Police Officer and Case Workers	Ongoing

Referrals are made to Drug Diversion Scheme for young people to receive support and information	Continue to liaise with DAAT Manager and the Youth Service to continue to develop Drug Diversion Scheme offer	Operational Manager, DAAT Manager, Early Intervention Manager.	March 2022
All Bracknell schools are offered Group work programmes	Collaboration between the Makesafe Team and YOT	Makesafe ATM, YOT Operational Manager.	March 2022
Continue to develop Parenting Programme offer and ensure effective close collaborative working with other services offering parenting programmes	Parenting worker to deliver 1:1 and group work to parents where need has been identified	Case Managers, YOT Operational Manager, Parenting Worker, Early Help	March 2022
Maximise delivery of Prevention Service and better align services for adolescents	Group work to be offered to those awaiting a Prevention Service based upon need Develop closer links and greater integration of services for adolescents.	YOT Operational Manager	Ongoing

8.2 REDUCING REOFFENDING

Reoffences per Offender - Binary Rate
Based on reoffences in the following 12 months



	Apr 14 - Mar 15	Apr 15 - Mar 16	Apr 16 - Mar 17	Apr 17 - Mar 18	Apr 18 - Mar 19
Bracknell Forest	31.1%	28.6%	21.3%	20.0%	37.5%
Thames Valley PCC Area	37.0%	34.7%	35.8%	33.4%	32.3%

Cohort

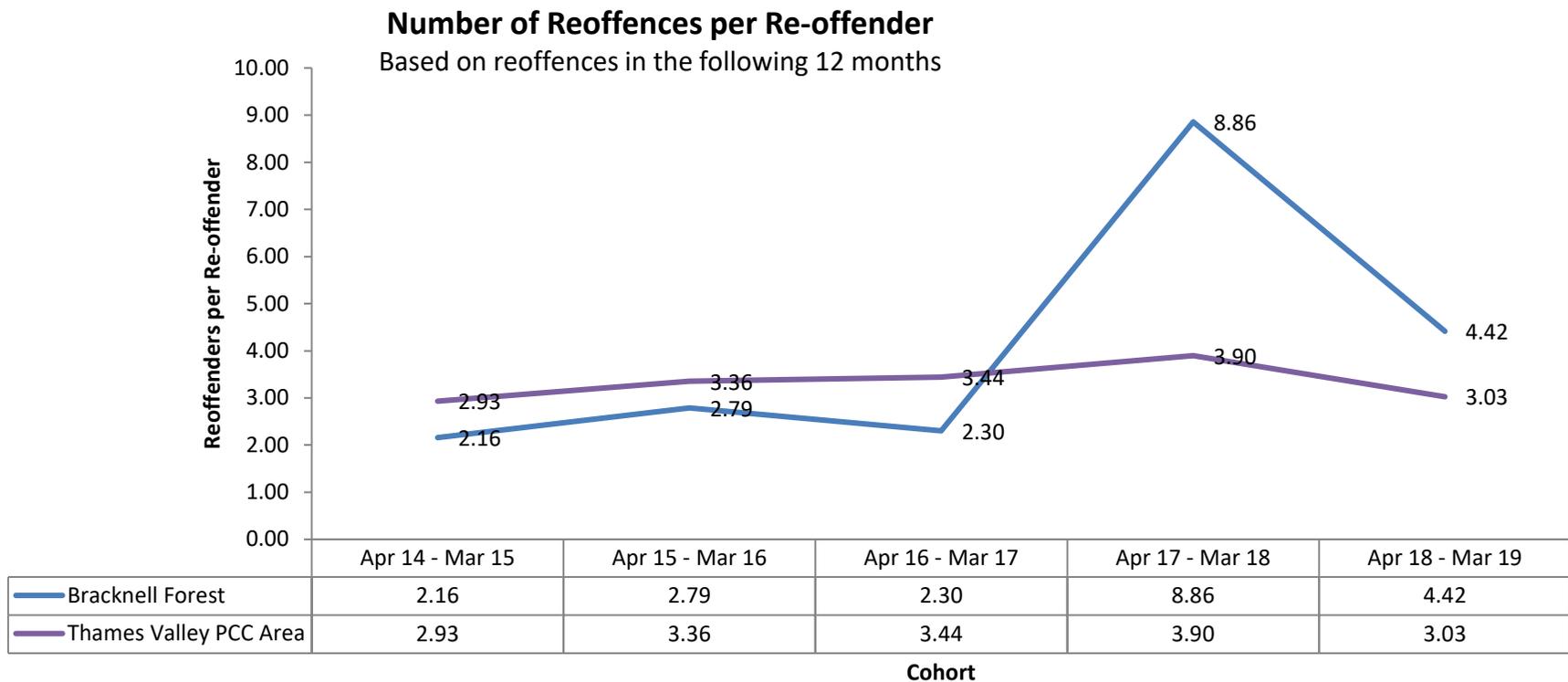


Figure 4: The frequency rates (re offences per re offender) for the Apr 18 –Mar 19 cohort (aggregate data) for Bracknell Forest is 4.42 representing a decrease in number of re offences per re offender committed in comparison to the Apr 17 – Mar 18 cohort. 4.67 is slightly higher in comparison to the frequency rate across the other Thames Valley YOTs. Further work is being undertaken to understand the individuals driving this trend and associated actions to revert this trend.

Note: The annual rate is averaged out from the 4 quarters. The changes in how proven reoffending rates are measured are expected to show an increase in the reoffending figures as a greater proportion of prolific offenders are expected to be included in the cohort. Through trends over time this should be similar to previous patterns.

Many of the other sections of this report contribute to a reduction in reoffending. Planning for release at the earliest opportunity (Use of Custody) Good quality assessments and targeted intervention planning (Public protection) and increasing engagement in Out of Court disposals (Preventing Youth Crime) where intervention is voluntary, are all examples of YOT work that impacts on re offending.

Reducing the re offending of Children Looked After (CLA) is a particular focus for Bracknell YOT but remains challenging. YOT Case Managers continue attend CLA reviews and reviews of Court Orders, travelling to contribute to meetings if the young person is placed out of the area to monitor delivery of the order and the wellbeing of the young person.

The YOT Senior Practitioner is a member of the Virtual Life Chances Team. Last year they were able to successfully advocate for a young person to have their accommodation extended to maximise their chances of rehabilitation and reduce the risk of harm to others. The YOT also work with Children Looked After placed in our area by other Authorities and there are examples of advocacy and support.

The YOT Operational Manager attends the Children's Panel and contributes to the discussion around action planning to prevent care episodes when young people open to the YOT are assessed as being on the edge of care. A representative from Children's Services attends the monthly Risk Focus Meeting to share information and contribute to discussion about Children Looked After and those open to Children's Social Care.

A snapshot of young people subject to Pre-Court Sanctions and Court Orders currently open to YOT show a group of young people who have suffered interpersonal trauma directly from care givers or as a result of their environment. Parents of these children have also been exposed to their own adverse experiences, which can affect their ability to nurture and parent their children effectively.

In addition to the parenting support mentioned earlier, we have also developed a group for boys around attitudes towards offending.

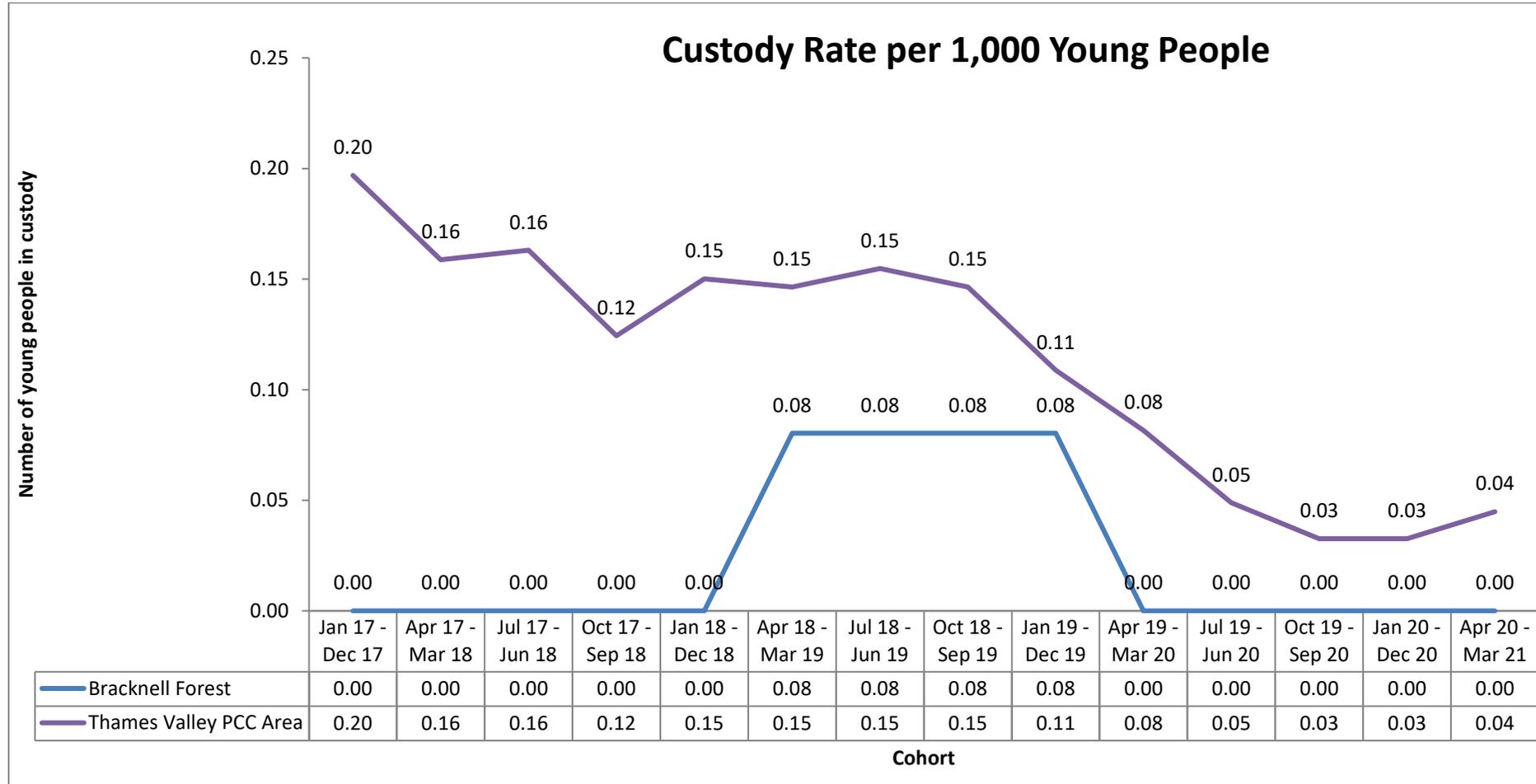
TVP are in the process of creating a bespoke weapons awareness online package to be utilised by YOT PC and schools' officers with a similar theme as the Safe Drive Stay Alive campaign; showing all person's perspective involved in a knife crime incident

Table 5: Reducing Reoffending Action Plan (Section 8.2)

Outcome sought	Action	By Whom	By When
The reoffending rate amongst Children Looked After is reduced	The diverse needs of this cohort are properly considered in terms of diversion, the use of Out of Court disposals and joint charging decisions involving the YOT and the Youth Justice Unit	YOT and Youth Justice Decision Makers.	Ongoing
The YOT is able to offer hard to reach parents improved support to sustain positive changes in behaviour to prevent reoffending	Continue to imbed Parenting Programme including 1:1 support and group work	YOT Operational Manager. Early Help Manager. Parenting Worker	March 2022

All new YOT staff understand childhood trauma and the links to offending behaviour and are able to deliver trauma informed interventions	This was delivered in 2020/21 and will be delivered again this year as a review session.	Operational Manager, CAMHS	November 2021
Formulation meetings with Forensic CAMHS or the Health and Justice psychologist are held for the most complex cases	YOT Case Managers to refer complex cases to the CAMHS link worker or discuss directly with forensic CAMHS	YOT Case Managers, CAMHS	Ongoing
Implementation of Community Resolution Project	Changing this to an opt out scheme to encourage engagement and reduce future offending	YOT Operational Manager	Ongoing
A more integrated therapeutic approach to young people at risk of offending and reoffending.	Explore models of intervention to ensure a clear therapeutic underpinning and coordinated approach across services for adolescents	YOT Operational Manager, CAMHS and Senior Leadership Team	December 2021

8.3 USE OF CUSTODY



The use of custody for children and young people is a last resort and the YOT work with partners to avoid this where possible.

The YOT have worked very closely with the Custodial Establishment, Commissioning, MAPPA, Children and Family Services and the Virtual School to ensure that the young people are supported whilst in custody and resettlement is safe and seamless back into the community.

Bracknell YOT are unable to provide ISS intervention as an alternative option to a custodial sentence, however the YOT has advocated for robust and intensive packages of intervention, including Intensive Referral Orders, Electronic Monitoring and Residential Requirements which have been accepted by the Court. Unfortunately, there remains a significant risk that young people will be remanded if their offences are

serious and they present a risk to others, in these circumstances this is the only option. This year financial responsibility for Remands to Youth Detention Accommodation (YDA) lies with the Local Authority.

Table 6: Use of Custody Action Plan (Section 8.3)

Outcome sought	Action	By Whom	By When
Custodial sentences are kept to a minimum	Robust and effective community sentences are proposed to the Court in all but the most serious cases where Custody is necessary to protect the public	YOT Case Manager YOT Operational Managers	Ongoing
Young people have their educational needs met whilst in custody and on resettlement	YOS Education Worker to attend the initial sentence planning meeting to ensure that the secure establishment has all the relevant information and be involved in the education planning for resettlement.	YOS Education worker	Ongoing and in line with National Standards
Resettlement planning will start at the earliest opportunity so that young people who leave custody have a smooth transition to the community with the best opportunity for rehabilitation	Through Care and Resettlement procedures to be followed.	YOT Operational Manager	Ongoing and in line with National Standards
Young people are bailed by the Court and not remanded to YDA unless the risk they present is unmanageable in the community	Bail support packages presented to the Court are robust and include prohibitive requirements, giving the Court confidence that risk can be managed in the community	YOT Operational Manager Court Duty Officers	Ongoing
Court officers and PSR authors are confident in sending ASSETPlus documentation to the YCS	YOS Senior Practitioner to provide a demonstration of sending documentation at a Team Meeting	YOS Senior Practitioner	September 2021

8.4 PUBLIC PROTECTION

Bracknell is home to an organisation that provides residential and therapeutic support to males under the age of 18 who sexually harm with several residential properties in the Bracknell area. The group of young people placed in these residential properties are particularly vulnerable as they are Children Looked After and very often isolated from their families because of the risk they pose to family members and their local communities. YOT staff have worked closely with the Placing Authority, Home YOT, Public Protection and the Organisation to manage these cases effectively. Bracknell YOT have a Service Level Agreement with the Organisation in respect of information sharing and managing risk. A member of staff attends the monthly Risk Focus Meeting to discuss and update the Team on young people who reside with them.

Young people who pose a medium, high, or very high risk in all three risk domains (Future Harm, Safety and Wellbeing and Likelihood of Reoffending) are reviewed at the monthly Risk Focus Meeting. The meeting is Chaired by the YOT Operational Manager and attended by Case Managers, YOT Specialist workers and partners agencies, including Probation, Children’s Social Care, the Police and Community Safety. The meeting keeps our partner agencies informed and updated about young people who present the most serious risk to themselves and the community and facilitates the sharing of information and intelligence.

Quality Assurance processes applied to ASSETPlus and ONSET and regular case supervision facilitate reflective discussion between Managers and Case Managers enabling risk to be reviewed and managed effectively.

YOT is now part of the wider Children’s Social Care Quality Assurance Programme which includes audits of case work. The Head of Service attends monthly Quality Assurance subgroups both within Children’s Social Care and part of The Safeguarding Board. The YOT team are also invited to attend Learning Events and attend training events.

The YOT have referred continued to refer cases to MAPPA that have met the MAPPA criteria. All MAPPA meetings have been attended and YOS has been represented at a senior level.

Case Managers and the YOT Police Officer have submitted a significant amount of intelligence to the Area Intelligence Team about criminal activity allowing the police to disrupt offenders. The YOT has contributed to effective multi-agency and cross departmental information sharing by ensuring that integrated plans for managing future harm and safety and well-being are shared with the front-line professionals involved in each case.

The YOT Case Managers and the Operational Manager have received training with our colleagues in Children’s Social Care on the AIM 3 Adolescent Assessment Model. This Model is the most updated version of the AIM assessment framework and will enable YOT and children’s social care staff to work together to assess, analyse and review risk relating to young people who sexually harm and provide interventions tailored to their specific needs, reducing the likelihood of repetition and the risk of harm to others.

Table 7: Public Protection Action Plan (Section 8.4)

Outcome sought	Action	By Whom	By When
New staff are competent in assessing and managing risk	New Case Managers will receive training in assessing and managing risk	YOT Operational Manager	Ongoing
Quality Assurance processes are applied	All Initial ASSETplus assessments will be quality assured. Review ASSETplus assessments will be quality assured if there is an increase in the risk of future harm	Case Workers, YOT Operational Manager	Ongoing.
The quality of assessment and integrated intervention planning is maintained	A Peer Audit of Assessment, Planning Intervention and Supervision is undertaken	YOT Operational Manager,	June 2021

		Case Managers	
Case Managers continue to be competent in assessment and intervention relating to sexually harmful behaviour and offending using the AIM 3 Model	Training analysis for all new staff and identification of AIM 3 Training where required	YOT Operational Manager, Learning and Development Officer	Ongoing
Prevention Cases that are assessed as posing a high or medium level of risk of harm are discussed at the Risk Focus Meeting	Case Managers to bring Prevention cases assessed as posing a high or medium level of risk of harm to the Risk Focus Meeting	Case Managers	Ongoing
YOT case work to be the focus of the Children's Social Care Quality Assurance Audit Programme in 2021/22	Independent audits of YOT cases to be undertaken and presented to a Multi-Disciplinary QA Panel for validation.	YOT Head of Service, Quality Assurance Team	June 2021
Young people to have greater awareness of serious youth violence	Delivery of bespoke online weapons awareness package to be utilised by YOT Police Officer and School Police Officers	YOT Police Officer	Ongoing
Addressing emotional wellbeing for children at risk of offending	Use of YOT CAMHS Worker and Forensic CAMHS as appropriate	YOT CAMHS Worker, Forensic CAMHS, Case Managers	Ongoing

8.5 SAFEGUARDING

The YOT aims to identify all young people working with the YOT who are vulnerable to abuse, exploitation and radicalisation and work with our local partners and other organisations to manage the risk and keep them safe from harm in their homes and in the community spaces they frequent.

YOT Case Managers have continued to share a high volume of intelligence with the Police relating to persons and places of interest to either disrupt or assist in the detection of offences relating to exploitation

The Operational Manager ensures all team members are trained in safeguarding, exploitation and Prevent. The YOT Operational Manager attends the Missing and Child Exploitation meetings to share information in relation to young people working with YOT. This year the YOT will

continue to widen the scope of delivery of the schools group work programmes on healthy relationships and exploitation by collaborating with the Makesafe Team.

YOT staff have attended Child Protection Conferences and Strategy meetings throughout the year. Through positive, professional collaboration and challenge YOT staff have advocated for young people to get the best outcomes for their safety and wellbeing.

Similar to Future Harm there is the opportunity to discuss and reflect on Safeguarding / Safety and Wellbeing during Case Supervision and all young people assessed as medium, high, or very high risk are discussed in the monthly multi agency Risk Focus meetings.

Table 8: Safeguarding Action Plan (Section 8.5)

Outcome sought	Action	By Whom	By When
The Safety and Well Being Policy is current and reflects local processes	Policy to be reviewed and updated	YOT Operational Manager	March 2022
YOT staff and Operational Manager to complete CSE Training provided by Dr Graham Hill	YOT staff to arrange through the Operational Manager	All YOT staff & Operational Manager	March 2022
The high quality of assessment and management of safety and wellbeing concerns in the YOT is maintained	New staff will be trained in assessment and management of risk	YOT Senior Practitioner	September 2021
Exploited young people are not criminalised unnecessarily if their offences are directly linked to exploitation	The Police, Youth Justice Unit, YOT decision makers and PSR Authors to advocate for exploited young people to ensure that they are not criminalised unnecessarily	YOT Operational Manager, Case Managers, YJU Staff, Police	Ongoing

8.6 EDUCATION

The YOT is working towards Quality Lead status for the work undertaken with young people who have Special Educational Needs and Disabilities (SEND) as this group are overrepresented in the criminal justice system

The YOT recognises the strong link between School Exclusion, NEET, and anti- social and offending behaviour. This year we have been given 5 places on a project (The Early Intervention Youth Fund) funded by the Office of the Police and Crime Commissioner aimed at NEET young people who are at risk of violence, knife crime, exploitation and gang violence to support them to find education and employment.

The YOT Education Worker continues to maintain relationships with local schools through attending school liaison meetings and is able to advocate for young people and support families at reintegration meetings following external exclusions

Table 9: Education Action Plan (Section 8.6)

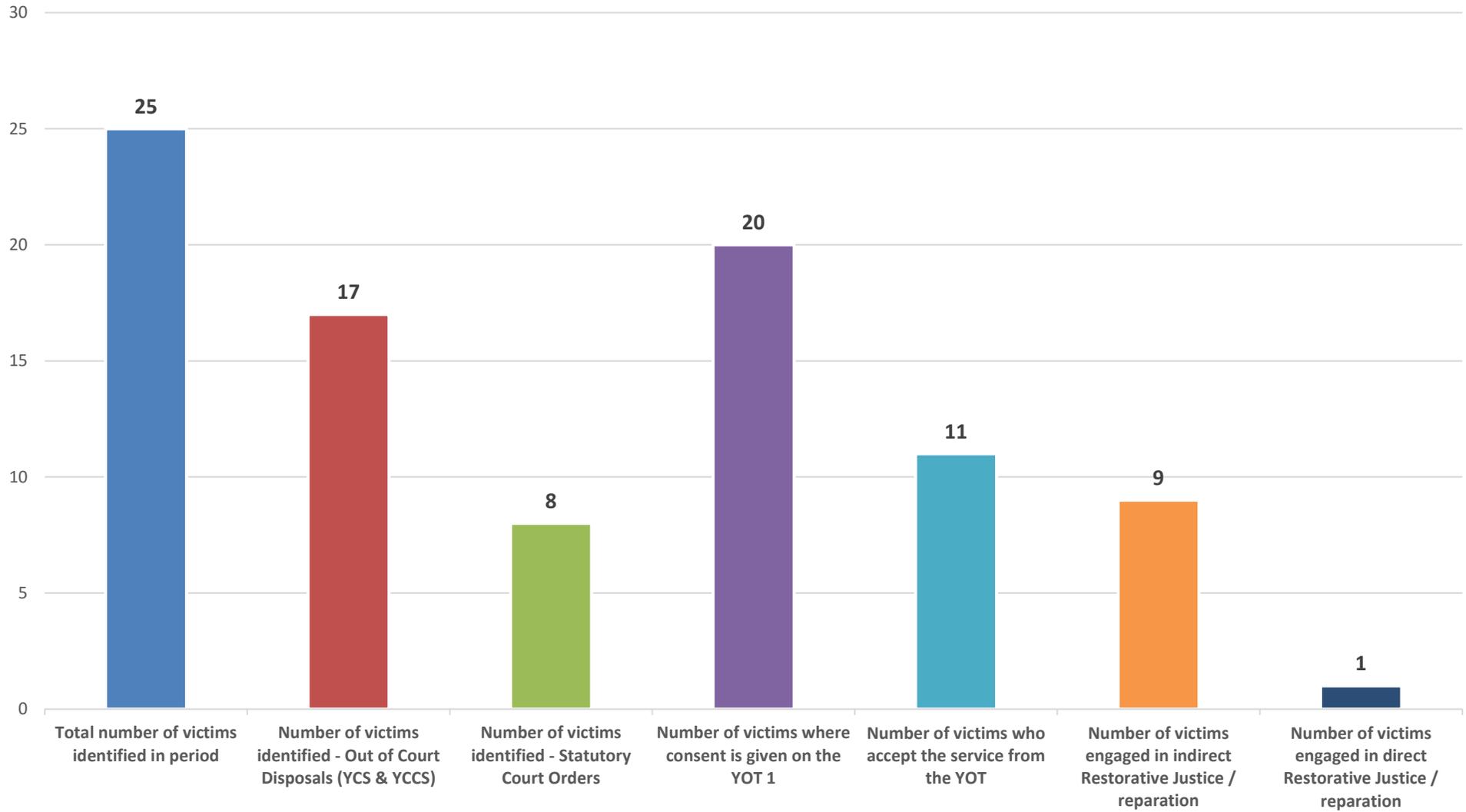
Outcome sought	Action	By Whom	By When
New Staff will receive training on Speech and Language issues and their links to SEND	Refresher training to be provided to YOT workers looking at speech and language issues and their links with other SEND and mental health issues.	Speech and Language Therapist	July 2021
Greater employment and education opportunities available for young people who meet the criteria for the Early Intervention Youth Fund Project	Case Managers to liaise with the Education Worker and refer eligible young people into the project	YOT Education Worker	Ongoing
SEND Quality Status is achieved	Continue to gather evidence and work towards the competencies required	YOT Operational Manager Education Worker	December 2021

8.7 RESTORATIVE JUSTICE

BRACKNELL YOT – RJ DATA Cases closed during the period 1st April 2020 – 31st March 2021

Period	April - June 2020	July - Sept 2020	Oct - Dec 2020	Jan - March 2021	April 2020 - March 2021
Total Number of victims identified in period	7	10	3	5	25
Number of victims identified – Out of Court Disposals (YCs & YCCs)	6	6	3	2	17
Number of victims identified – Statutory Court Orders	1	4	0	3	8
Number of victims where consent to contact is given on the YOT1	6	8	2	4	20
Number of victims who accept the service from the YOT	2	5	2	2	11
Number of victims engaged in indirect Restorative Justice / reparation	1	6	2	0	9
Number of victims engaged in direct Restorative Justice / reparation	0	0	0	1	1

Number of Victims



- Total number of victims identified in period
- Number of victims identified - Out of Court Disposals (YCS & YCCS)
- Number of victims identified - Statutory Court Orders
- Number of victims where consent is given on the YOT 1
- Number of victims who accept the service from the YOT
- Number of victims engaged in indirect Restorative Justice / reparation
- Number of victims engaged in direct Restorative Justice / reparation

COMMENTS:

- Figures for Bracknell YOT are in line with the other Thames Valley YOTs.
- Consent to share victim contact details with the YOT's RJ Coordinator has increased in the past year, following consultations with the Police.
- Victims' engagement in the Restorative Justice process in the past year has reduced due to restrictions imposed by the pandemic. Victims are more likely to engage in the process following face to face meetings with the RJ Co-ordinator, usually in their homes or places of work. It was not possible to offer these meetings during periods of lock-down.
- A more proactive approach is now being taken - by a designated Case Worker and the RJ Coordinator - to engage young people who have been served with a Community Resolution in voluntary intervention. Those who engage with Bracknell YOT will be encouraged to participate in the RJ process, as this is often not facilitated by the Police.

EXAMPLES OF RECENT RJ CASES:

- **Direct RJ** – a YP who committed a Robbery in 2019 and was dealt with by way of a Youth Conditional Caution. Both the YP and the Victim were willing to participate in the RJ process. The YP felt remorseful and was keen to make amends. Following several individual meetings with both parties, a Restorative Justice Meeting was facilitated by the RJ Coordinator, virtually. This gave the YP the opportunity to take responsibility for his behaviour and apologise to the victim. The victim was able to ask questions and achieve closure. The YP was able to make amends for the harm caused by purchasing a ring, to replace the ring he stole from the victim, which he had engraved on the inside and which was delivered to the victim. Both were extremely grateful to be given the opportunity to participate in this powerful process.
- **Indirect RJ** – a YP who committed an offence of Distributing Indecent Images of a young woman and was dealt with by way of a Youth Caution. Both the YP and the victim were willing to participate in the RJ process, albeit indirectly. Following initial meetings with both - individually, a process of shuttle mediation was facilitated by the RJ Coordinator over several individual meetings, which served to facilitate communication between them. After a programme of Victim Impact Awareness, the YP was able to take responsibility for his behaviour, provide the victim with an explanation for his behaviour and express remorse for the harm caused. The victim received an explanation and an apology and was able to achieve closure and move on.

YOT staff are committed to Restorative Justice and recognise the positive impact that it can have on victims feeling of satisfaction, public protection, community cohesion and reintegration through reparation. Helping young people to develop an awareness of the impact their behaviour has on others, develops empathy, and helps to prevent re offending. In the last year working with victims of crime via the agreed

processes has been challenging, and outcomes from Police investigations are taking longer, meaning that the victims of offences have often moved on from their experiences. These issues are not isolated to Bracknell Forest but are being experienced across the Thames Valley.

The Restorative Justice Coordinator completed accredited training on Family Mediation earlier in the year and has been able to offer mediation to families where young people have offended in the family home or against a family member to help rebuild trust and relationships. There is the opportunity for the team to increase referrals for this intervention when both parties are in agreement.

The YOT will continue to work with partners including the Police to promote Restorative Justice.

Table 10: Restorative Justice Action Plan (Section 8.7)

Outcome sought	Action	By Whom	By When
Police Officers understand YOT Victim involvement, explain it to the Victim and fill in the YOT 1 victim contact section accurately reflecting the victims wishes	Discussion with Police Colleagues in relation to training. Continue to raise the issue regarding timely Police investigations at the appropriate forums	Operational Manager, Head of Service, RJ Coordinator, Sgt. YJU, Local Police Authority.	September 2021
Family Mediation is offered to families where an offence has taken place in the family home or against a family member	Referrals to be made where appropriate	Case Managers, RJ Coordinator	Ongoing

8.8 INVOLVING YOUNG PEOPLE

The views and opinions of the young people the Youth Offending Teamwork with have continued to be collated. In the next year feedback from young people will be given to the Management Board. The YOT will work with the Children's Participation Officer to explore how we can gather and act on their views more creatively.

Table 11: Involving Young People Action Plan (Section 8.8)

Outcome	Action	By Whom	By When
Service Users (Young People) are involved in staff recruitment	Service Users are invited to join Interview Panels to select new members of staff	The YOT Manager who is the nominated Appointing Officer for the role advertised.	Ongoing
Young people views regarding the service are gathered and service improvement is implemented when appropriate	Continue to gather young peoples views of the service then analyse the information and feed back to staff and the Management Board bi - annually	YOT Information Officer	Ongoing
Strengthen Involving young People in YOT Service development overall	Work with the Participation Officer to explore creative ways of involving service users in service development	YOT Operational Manager, YOT Senior Practitioner, Participation Officer	March 2022
Proactively engage with young people who are receiving a service and gather their feedback to measure impact and improve quality of service	YOT Volunteers to contact all children who are subject to June 2021 audits and a selection of other young people the findings will be delivered at the next YOT Management Board and an action plan completed.	YOT Volunteers, Restorative Justice Co-Ordinator, YOT Head of Service, YOT Operational Manager, YOT Management Board	July 2021

APPROVAL SIGNATURES – Bracknell Forest Council’s Youth Justice Plan June 2021 - June 2022

Name	Agency Representing	Signature	Date
Ian Boswell (Independent Chair)	Retired Chief Inspector, Thames Valley Police	I Boswell	24.06.2021
Sonia Johnson	Assistant Director, Children’s Social Care, Bracknell Forest Council	S Johnson	29.06.2021
Andrew Ellery	Head of Service, First Response, Bracknell Forest Council	A Ellery	21.06.2021
Elaine Morgan	Head of Early Help, Bracknell Forest Council	E Morgan	21.06.2021
Kashif Nawaz	Head of Children’s Support Services, Bracknell Forest Council	K Nawaz	20.06.2021
Alison O’Meara	Head of Community Safety, Bracknell Forest Council	A O’Meara	28.06.2021
Jillian Hunt	Head of Service, Drugs and Alcohol, Bracknell Forest Council	J Hunt	23.06.2021
Susannah Jordan	Head of Children, Young People and Families, East Berkshire, Frimley CCG	S Jordan	25.06.2021
Melanie Smith	Head of Berkshire Local Delivery Unit, National Probation Service, South Central	M Smith	25.06.2021
Sgt. Jemma Calver	Youth Justice Unit, Thames Valley Police	J Calver	21.06.2021
T/Chief Inspector Helen Kenny	Deputy LPA Commander Thames Valley Police	H C Kenny	20.06.2021
Lilias Anderson	Senior Accountancy Officer, Bracknell Forest Council	L Anderson	23.06.2021