

BIRMINGHAM
CHILDREN'S TRUST



Birmingham City Council

Birmingham Youth Justice Strategic Plan 2019 - 2022



National
Probation
Service

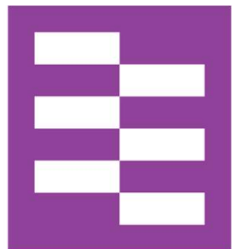


Table of Contents

Introduction to the Youth Justice Plan	2
Purpose of the Plan	2
Background	3
What Works	4
Structure and governance	8
Partnership arrangements	10
Review of 2018/2019 performance.....	11
Performance against the three Youth Justice priorities	14
Gangs and Serious and Organized Crime	19
Knife crime.....	22
Safeguarding	24
Children in Care	26
Public Protection	27
Summary of 2018/19 priorities.....	30
Offending Profile	32
Priorities for 2019/2022	38
Resources and Value for money	44
Funding	44
Remands to Custody.....	45
Value for money.....	46
Training, Learning and Development.....	46
Risks to future delivery	49
Approval and sign off	54
Appendix 1: Working with children, young people and their families	55
Appendix 2: Glossary	71

Introduction to the Youth Justice Plan

Purpose of the Plan

There is a statutory requirement in the Crime and Disorder Act 1998, Section 40, for every local authority, after consultation with partner agencies, to produce and implement a Youth Justice Plan. The plan must set out how local youth justice services are to be provided and funded. There is a requirement for the Plan to be submitted to the national Youth Justice Board and published in accordance with the directions of the Secretary of State.

The principal aim of the Youth Justice System, established by Section 37 of the Crime and Disorder Act 1998, is to prevent offending and re-offending by children and young people aged 10-17 years. Local youth justice services are delivered and managed through Youth Offending Services, which are multi-agency partnerships with statutory representation from local authorities (specifically Social Care and Education), the Police, Probation and Health. The model brings together a range of agencies with expertise in welfare and enforcement practices to improve outcomes. The majority of the services are prescribed by statute or policy. Birmingham Youth Offending Service is the largest metropolitan Youth Offending Service in the country and is identified as the most complex by the Youth Justice Board given its urban context. The Service works to achieve the following national youth justice strategic objectives:

- Prevent offending
- Reduce re-offending
- Reduce anti-social behaviour
- Increase victim and public confidence
- Ensure the safe and effective use of custody.

These objectives contribute to the shared ambition across the partnership for Birmingham to be a great place for all children to grow up in, leading to the following outcomes: Healthy, happy and resilient children living in families; Families (especially parents, but also young people) take responsibility for their wellbeing; Children and young people attend, learn and maximise their potential at school; Young people are ready for and able to contribute to adult life; Children and young people are protected from significant harm.

This plan outlines the governance arrangements, including the role of the Youth Offending Service Management Board, which ensures the statutory requirements are met. The Board has responsibility for overseeing the performance of the Birmingham Youth Justice Partnership against national and local outcomes, maximising its collective resources and contributing to wider priorities as set out in Council and partnership plans. Strong partnership working is essential across criminal justice and children's welfare services to ensure continuous improvements in outcomes related to the prevention and reduction of offending by young people, public protection and the safeguarding of children and young people. The plan outlines our current performance benchmarked against comparators, outlines the latest evidence on what works and outlines the priorities for 2019 -2022 (which will be refreshed and updated annually) and has been informed by self-assessment surveys by young people.

Background

Birmingham is a richly diverse city with a population of over a million people and has one of the youngest populations of any European city. The latest census figures identify that over 26% (274,135) of the population is under 18 years and 58% of these are from minority ethnic backgrounds. There are approximately 117,000 10-17-year olds. Birmingham is a city with areas of significant deprivation and as a result, although many children and young people achieve good outcomes, others face a range of challenges, particularly in terms of their wellbeing and staying safe.

Nationally and locally there have been rises in serious violence including knife crime. In Birmingham there has been a 19% increase in knife crime across the city when comparing police figures for 2017/18 and 2018/19. The levels of youth violence across Birmingham have increased by 10% when comparing the figures for 2017/18 and 2018/19. A key Community Safety Partnership priority is to continue to reduce violence across communities and to tackle exploitation, 'County Lines', urban street gangs and child sexual exploitation. This Plan outlines current activity and plans across the partnership to reduce the impact on victims and communities.

Section 39 (1) of the Crime and Disorder Act 1998 requires the cooperation of the named statutory partners (Local Authority, Police, Probation and Health) to form a Youth Offending Service, which includes staffing contributions from those statutory partners. The Service must provide the main supervisory elements of statutory youth justice services:

- Assessment and management of risk and safeguarding;
- Effective interventions.

This supports:

- Appropriate Adult Services and Pre-Court Interventions, including Cautions and Community Resolutions;
- Young people subject to civil and criminal anti-social behaviour contracts and orders;
- Young people remanded in custody and local authority care, and those requiring intensive bail support in the community;
- Court orders managed in the community, including the provision of a lay youth panel to discharge the responsibilities of Referral Orders;
- Parenting Contracts and Orders;
- Restorative Justice to support victims;
- Sentence planning for young people in custody and their supervision on release.

The youth justice system works by addressing risk and vulnerability factors such as: family breakdown, educational underachievement, substance misuse, mental illness, recent bereavement or loss within the family and building resilience as the best way to reduce a young person's risk of offending and re-offending.

The Service monitors the three Youth Justice Board national priorities: preventing young people entering the youth justice system; reducing re-offending; and reducing use of the secure estate and is committed to deliver improvements with our partners across all three indicators. The first time entrant rate fell between January–December 2018 to 378 young people per 100,000 compared with 473 per 100,000 in 2017. This is an improvement of 20%. However, Birmingham is performing less well compared to the national average and mid-range in relation to our Core City comparators. Birmingham has sustained

one of the lowest re-offending rates of all Core Cities and is below the national average. Birmingham's reoffending cohort comprised of 1057 young offenders, the largest across the Core Cities, with 36.5% re-offending, which compared with 40.1% nationally. Birmingham's frequency rate per 100,000 is below the national average at 1.11 compared with the national rate of 1.60 and is also the best performing rate of Core Cities. The rate of reoffending by reoffenders was 3.33 compared with the national rate of 4.13.

Challenges remain in relation to the use of custody. Birmingham has a higher rate of custodial sentences than the national average, although within the range of other Core Cities. The number of custodial sentences in Birmingham increased slightly in the 2018/19 period to 99. This compares to 94 custodial sentences in 2017/18. Figures have remained relatively static over the past three years, though the overall figure has reduced from the 253 young people sentenced in 2007/08.

In addition to the three national youth justice indicators, the Service's Management Board monitors the performance of other local indicators identified as significant contributors to achieving broader outcomes. This includes a young offenders' engagement in suitable full-time Education, Training and Employment (ETE) at the end of their order and the effectiveness of the Service's responses to young people brought to our attention for knife-related offending. The Service has a duty under the Victims Charter to support victims of crime and measure their satisfaction with the support they receive. Between 01 April 2018 – 31 March 2019, satisfaction rates reported were 94.5%.

What Works

HMIP research, interviews with young people in the youth justice system and local practitioner intelligence reinforces the adoption of the principles of desistance in supporting children and young people to move away from offending. This approach takes into account the wider social context of children and young people's behaviour and acknowledges the fundamental importance of trusted professional relationships as a medium for change. This includes offering personalised interventions to each young person to remove structural barriers, including exclusions from education, training and employment. It also promotes engagement with the wider social context especially the family but also peers, schools, colleges and work, creating opportunities for changes enhancing social inclusion and promoting individual change, including addressing young people's sense of worth and identity, whilst ensuring appropriate access to mental health and substance misuse services and developing skills to maximise opportunities.

'Asset Plus', an assessment and planning framework, implemented nationally by the Youth Justice Board, contains materials premised on desistance theory and the practical application of desistance. The Service has implemented 'Asset Plus' which allows for the personalisation of desistance support for children and young people.

Addressing youth violence is a key target of the Youth Offending Service and its partners: understanding Risk and Protective factors is fundamental to our approach. Research has identified the risk and protective factors that make youth violence more or less likely to occur at the level of the individual, family and peer relationships, the community and society.

At the individual level, risk factors can include a history of involvement in crime; delinquency and aggressive behaviour; psychological conditions such as hyperactivity and conduct disorder and the harmful use of alcohol and illicit drugs. At close relationships level, the risk factors include growing up with poor parental supervision; having experienced harsh and inconsistent discipline by parents; domestic abuse within the family; parental involvement in crime and

associating with delinquent peers. Risk factors at community level include neighbourhood crime; gangs and a local supply of guns and illicit drugs; ease of access to alcohol; unemployment; high levels of economic inequality and concentrated poverty.

Protective factors may be distinct from risk and, as a result, can be considered to interact with risk factors to reduce their influence on the development of violent behaviour – for example a warm and supportive relationship with a parent will not address the family's low socio-economic status or parental substance misuse problem, but it does buffer the child from the adverse effects of poverty or inconsistent parenting. Protective factors include low impulsivity; commitment of and to school; a warm and supportive relationship with a parent or carer or significant adult; positive peer relations and positive aspiration.

A comprehensive approach for preventing youth violence includes intervening at all levels to address risk factors and generate protective factors. Relationship based practice with young people and their families, effective parenting interventions, early childhood development, school-based life and social skills training, therapeutic approaches (such as cognitive behaviour therapies) and policies to reduce access to and the harmful use of alcohol and illegal substances, have all shown promise in preventing youth violence. At community and societal level, community and problem-orientated policing, including reducing knife possession and the supply and distribution of drugs, effective approaches to reducing substance misuse and access to firearms, aim to address wider risk factors.

Evidenced-based practice

Birmingham Youth Offending Service and its broader partners deliver or commission a range of assessments, services and interventions informed by research and best practice. These include: Asset Plus, AIM2, Triple P Positive Parenting Teen; Multi Systemic Therapy; Restorative Justice; Family Group Conferencing; Good Lives; Cognitive Behavioural Therapy; Dialectical Behaviour Therapy; Female Gender Specific Interventions and trauma informed approaches. The Service continues to offer an intervention 'Parents and Children Together' (PACT) to respond to an increase in violence from young people towards their parents. These are embedded within a model focused on relationship-based practice which recognises the importance of a trusted relationship to support the engagement in evidence-based interventions and approaches.

The Service has adopted a whole family response under the city's 'Think Family' approach, delivering a systematic assessment of the young person within the context of the family. Across the Service, front-line practitioners have been trained in 'Working with Complex Families (Level 4, City and Guilds)', alongside an equivalent for front-line managers, to promote a consistent approach across the city. The Service is able to draw on the input of a range of disciplines through seconded staff (mental health, substance misuse, education link mentors, speech and language therapist, social workers, probation officers and police youth crime officers) and create or support access to opportunities (education / employment) for all family members.

We continue to gather evidence of impact through direct feedback from young people and their families, distance travelled tools, including pre and post Strengths and Difficulties Questionnaires (SDQ), alongside the regular case reviews and the intelligence developed within the Service.

“Helped me to talk about losing my Dad”

“Helped me get a job”

“Helped me with school”

“Keeps me out of trouble and gives me good advice and opportunities”

“Worker has helped me to change my life. From being naughty to now being happy”

“Staying away from some people”

It is widely recognised that there is a high prevalence of neurodevelopmental disorders amongst young people involved in the criminal justice system. In relation to special educational needs, research demonstrates that between 23 and 32% of young people in custody have a diagnosable learning disability (Hughes et al 2012) and research has remained consistent in identifying that approximately 1 in 5 young people who offend have an IQ of below 70. Furthermore, research has indicated that young people who engage in offending behaviour experience greater difficulties with executive functioning than their non-offending peers.

Vulnerable Adolescents

Criminal exploitation, including “County Lines” and gang affiliation, are complex and developing areas of youth justice, social work and family support practice. Protecting children from risks outside the family home requires a different approach to how YOT workers, social workers, family support workers and multi-agency partners traditionally safeguard children. Children at risk of, or being, criminally exploited or those affiliated to gangs are influenced by their peer group and adults external to the family network and broader partnership work is required that addresses these extra-familial contexts that are often outside the control of their families including disrupting the exploitation. Factors within the home such as domestic violence can also lead to young people avoiding the home environment and becoming more vulnerable.

Many children may not relate to their experience as being abusive or exploitative. However, a number of children want to end their association with this activity but continue because of coercion and threats to them or their families and are unable to communicate this to professionals including police or their families. Extensive evidence has established the importance of relational working for young people, as well as the work that is required with families in addressing the impact of extra-familial risk on them and supporting young people to socialise in safe and protective schools and community settings to help them form safe and protective peer relationships. The most effective method to prevent children becoming involved in gangs and/or criminal exploitation is early identification to help young people make positive life choices and distance themselves from gang-related activity. ‘Right Help Right Time’ guidance and Birmingham’s front door arrangements (CASS/MASH) have been strengthened to recognise the potential harm for these children.

'Contextual safeguarding' is a theory developed by Dr Carlene Firmin, MBE, of the University of Bedfordshire, which supports an approach to understanding and responding to children's experiences of significant harm beyond their families. It is recognised that the different relationships children form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers can have little influence over these contexts and young people's experiences of extra-familial abuse can undermine parent-child relationships and parent/carers capacity to keep them safe. In Birmingham, the Children's Trust, with its Partners, is establishing a Contextual Safeguarding Hub and broader arrangements to increase identification, build trusted relationships and improve outcomes for those children and young people who are exploited, go missing and/or are at risk of gang affiliation by encouraging trusted relationships. Increased disruption and prosecutions of those involved in exploiting vulnerable children is also significant to safeguarding these children and is a key priority for enforcement agencies.

Self-assessment surveys

Partnership priorities have been informed by feedback from 998 recent self- assessment surveys completed by young people between 01 April 2018 and 31 March 2019:

- 96 (11.8%) reported living with others who got into trouble with the police.
- 305 (37.5%) had lost someone special from their life.
- 37 (4.6%) drank alcohol too much and 45 (5.5%) used drugs too much.
- 83 (10.2%) had thoughts about hurting themselves and 71 (8.7%) had thoughts about killing themselves.
- 561 (69.0%) get angry and lose their temper.
- 424 (52.2%) had friends who got into trouble.
- 138 (17.0%) wanted help with reading
- 167 (20.5%) wanted help with writing.
- 387 (47.6%) admitted to truanting from school.

Case Management Plus

The Case Management Plus (CMP) service was established in response to the changing cohort of young people known to the Service where we are identifying an increase in the number of young people who are presenting with increasingly complex needs and more serious offending. The service is led by a Senior Forensic Psychologist, supported by an Assistant Psychologist and Trainee Psychologists on placement.

The primary focus of the service is to support case managers in their assessments and interventions with young people, particularly those who have difficulty engaging or who are considered to be problematic and prolific young offenders. All case managers, managers and partners have undertaken 2 days training, which covered child development, attachment, trauma, clinical supervision and formulation and feedback from the training was extremely positive and demonstrated a significant improvement in the understanding of staff in these key areas.

Since the Service was introduced, area teams have selected young people who they feel would benefit from a detailed, multi-disciplinary approach to case planning. The case manager, team manager and other relevant professionals attend information-sharing meetings, facilitated by a member of staff from the

CMP service, to develop genograms and timelines and build up a team formulation of the young person's difficulties and needs. This formulation is developed using psychological theory and allows for a holistic understanding of the young person and their family. Following this, a bespoke intervention plan is developed to meet these specific, identified needs.

A key feature of the service is clinical supervision, which is offered to case managers who are working with young people open to the CMP team. Clinical supervision provides a space for case managers to think about how the young person is experiencing the service they are receiving and to explore any potential impact of work on the case manager. This is an essential part of the service as case managers are often working with young people who have experienced significant trauma and other adverse childhood experiences and the nature of this work can be challenging.

To-date, the service has provided support to case managers working with a cohort of young people assessed as 'high risk of re-offending and /or high risk of serious harm to others', with at least six months remaining on their current order. These include young people with current or historic involvement with Children's Service on a Child in Need or Child Protection plan. As a part of support to staff the CMP service has delivered training in relation to emotional regulation, resilience and building relationships. As a direct effect of the CMP service, case managers have been able to apply the practice to their wider caseload to enhance the chances of positive outcomes for those young people.

The Service continues to develop its offer to expand its psychological assessments and therapeutic interventions and align them with the 'Forward Thinking Birmingham' offer.

Structure and governance

Youth Offending Services were established under the statutory provisions of the Crime and Disorder Act 1998. The Act sets out the requirement for local Youth Offending Teams to comprise the four statutory agencies: The Local Authority (including Children's Services), Police, Probation and Health. The primary duty to ensure a Youth Offending Service, and appropriate youth justice services are in place, rests with the Chief Executive of the local authority. The Youth Justice Board later set down requirements for governing YOT Management Boards. The role and responsibilities of Youth Offending Teams and their governing management boards are regulated by a set of National Standards.

The Youth Offending Service Management Board meets quarterly and is chaired by the Cabinet Member for Social Inclusion, Community Safety and Equalities, with the Head of National Probation Service, Birmingham, as Deputy Chair, and is primarily responsible for:

- Providing strategic direction and delivering the principal aim of preventing offending and re-offending;
- Determining how appropriate youth justice services are to be provided and funded;
- Ensuring the effective delivery of justice services for children and young people;
- Ensuring young people involved in the youth justice system have access to universal and specialist services delivered by partners and key agencies;
- Ensuring that the services delivered reference the responsibility towards victims of youth crime.

Board members comprise representatives of each of the statutory partners, in addition to representation of the Chair of the Youth Bench, a community member and other local partners. The Board reports to the **Community Safety Partnership**, which is chaired by the Local Authority Chief Executive.

Birmingham Children's Partnership is the recently convened partnership of all key statutory agencies serving children and families across the city (Health commissioners and providers, Police, City Council, Children's Trust). It has set its initial priorities as:

- SEND improvement
- Reducing primary school exclusion
- Young people at risk (contextual safeguarding)

Enabling activity to effect progress includes a focus on:

- Early help
- Integrated commissioning
- Integrated locality working
- Ensuring seamless links with the Sustainable and Transformation Partnership (STP). This partnership will increasingly be the accountable body for delivering new working models and improved outcomes.

The Birmingham Safeguarding Partnership is the accountable group for delivering the city's Multi-Agency Safeguarding Arrangements, ensuring safe and effective multi-agency work to safeguard and to protect children, through independent scrutiny and challenge, training and quality assurance.

The Assistant Director responsible for the Youth Offending Service is also the strategic lead for the Early Help Strategy and is joint chair of the Birmingham Early Help Partnership, co-ordinating early help services across the partnership, Family Support and the 'Think Family' Programme (Birmingham's response to the national 'Troubled Families' programme). The Assistant Director is also one of the senior managers across agencies supporting the strategic responsibilities under the **Community Safety Partnership**.

Birmingham Youth Offending Service has five multi-agency Youth Offending Teams based across the city: a city-wide alternative to custody in its Intensive Supervision and Surveillance (ISS) Team; a Court, Bail and Remand Team and a Harmful Sexual Behaviour Team which is targeted at children and young people aged 6 – 17 years. In addition to statutory partners based in the Service (Probation, Social Care, Health and Police), there are co-located specialist staff supporting outcomes, including: restorative practice workers supporting victims of crime; parenting workers offering individual and group work support; an accommodation officer (St Basils); specialist autism worker (Barnados); substance misuse staff (Aquarius) and training and employment mentors (CGL).

The Service has 43 active volunteers who support the Appropriate Adult service and chair, or are a member of, the Service's Referral Order Panels. Young people most at risk of serious violence benefit from the commissioning of community organisations, funded by the Office of the Police and Crime Commissioner, who offer a wealth of knowledge and skills from their own experiences, and from specialist organisations including Street Doctors who add value to the interventions with young people.

The Service transferred into the Birmingham Children's Trust under TUPE arrangements. Staff continue to be well-managed and supported within the Trust with a focus on delivery. The Council remains accountable for the welfare and wellbeing of children and young people and for improving outcomes. Through a Service Delivery Contract with the Council, the Trust is responsible for determining how those outcomes of most relevance to its work are

achieved and for the day-to-day running of Children's Services. There are no current plans to make any major changes to the organisational structure of Children's Services, including the current YOS operating model. Birmingham Children's Services overall were judged, by Ofsted in December 2018, as 'requiring improvement to be good' to improve services which is a stronger platform on which to design and build better services for children and families.

Partnership arrangements

The Youth Offending Service is a member of, or represented in, key partnerships and forums, providing the opportunity to highlight the needs and risks of those young people involved in the youth justice system, or at risk of entering it. These include the following:

- Birmingham Children's Strategic Partnership
- Birmingham Community Safety Partnership
- Birmingham Safeguarding Children's Partnership
- Birmingham Early Help Partnership
- Birmingham Contextual Safeguarding Board
- Birmingham Community Safety, Police and Crime Board
- NEET Action Group
- 0-18 Mental Health Transformation Board
- Police and Schools Panels
- CASS/MASH Partnership Forum
- OPCC's Gangs Commission
- Birmingham Guns, Gangs and Organised Criminality Strategic Partnership
- Substance Misuse Strategy and Commissioning Group
- Integrated Offender Management Strategic Group
- Prevent Strategy Group

During 2018/19 the Service has continued to build on partnership working by:

- Working collaboratively with partners in relation to gangs and serious violent crime to maximise opportunities to manage high risk offenders and increase interventions that reduce risk and vulnerability;
- Prioritising strategies to prevent and reduce anti-social behaviour and youth crime. The Service continues to support the city-wide School and Police Panels and work collaboratively with education colleagues in Birmingham City Council to improve school attendance and reduce exclusions.
- Fulfilling the requirements under the Service's 'Think Family' Investment Agreement, which includes achieving positive outcomes for families, and includes Department of Work and Pensions staff to promote training and employment opportunities for young adults and parents within families;
- Working closely with colleagues in BCC to support the Youth Promise Plus Project funded by the Youth Employment Initiative.
- Delivering a restorative justice project with Centro aimed at young people who commit minor offences whilst on public transport;
- Continuing the secondment of a worker into the Special School Consortium to continue to develop work under the 'Pathfinder' programme with external funders and the University of Birmingham which is aimed at preventing and reducing offending by this cohort.
- Resourcing managers from within the Service into the partnership arrangements at the 'front-door' (Children's Advice and Support Service) to share information relating to risk and vulnerability and to joint plan.

Review of 2018/2019 performance

How we measure performance and quality

The Service monitors the three Youth Justice Board national priorities: preventing young people entering the youth justice system; reducing re-offending; and reducing use of the secure estate.

The Service also contributes to the Birmingham Community Safety Partnership Strategic Assessment and the West Midlands Combined Authority Youth Justice Strategic Needs Assessment.

The Service contributes data to the city-wide Children's Services data-sharing hub (Sentinel) which brings together, cleans and matches data from the Care Director (Youth Offending), CareFirst (Social Care) and Impulse (Education) case management systems to provide a holistic 'single view' of a client's interaction with the various services. The range of data being collected and combined by Sentinel is currently being expanded to support the 'Think Family' agenda and the Service is engaged in this work.

The Youth Offending Service performance framework has been developed to support individual case workers and managers in delivering quality interventions to young people and their families. A number of individual strands underpin this and are supported by the Service's case management system:

1. Weekly workload sheets for individual case workers and managers, identifying pending and outstanding assessments, plans and reviews;
2. Monthly team performance reviews;
3. Learning from Strength and Difficulties Questionnaires (SDQ);
4. Learning from feedback from young people and families;
5. Learning from victims of crime;
6. Learning from Thematic inspections and serious incidents.

Young people and their families

In the period 01/04/2018 to 31/03/2019, the Service worked with 778 young people on court ordered programmes and those subject to Youth Conditional Cautions. This compares with 968 young people in the previous year. Though the overall number has fallen, there has been a rise in the proportion presenting with complex needs and high-risk behaviours requiring enhanced and intensive interventions. The Service also worked with a total of 138 young people on anti-social behaviour disposals and specialist programmes such as: harmful sexual behaviour (6-17 years) and funded preventative programmes. In addition, the Service directly supported 118 victims of youth crime and triaged 299 Community Resolutions. Additionally, the Service has provided services for 68 young people on court orders who are the responsibility of other local authorities but are placed in Birmingham under the YJB's 'Caretaking' responsibilities.

The Youth Offending Service is also required to work with a wider client group, including adults delivering whole-family interventions under the 'Think Family' programme. The Service receives attachment fees to extend its work and has delivered interventions to 1310 families under Phase Two. So far, 526

whole family outcomes that have been significant and sustained have been achieved with subsequent successful claims of £800 per family in payments by results funding with targets to achieve 786 by March 2020.

The following analysis relates to the 778 young people subject to court orders and Youth Conditional Cautions.

Age and gender

The majority of young people worked with during 2018/19 were male (679, 87.2%). Females accounted for 99 clients (12.7%). 18 year olds were the most prevalent age in the Service's caseload.

Ethnicity

Young people from a Black, Black British or Dual Heritage remain over-represented as a proportion of the clients of the Service, whilst the Asian or Asian British population is under-represented.

The Service's intervention programmes take into account the cultural and religious needs of the young person and their family observances as laid down in legislation and National Standards. The Service engages translation services where necessary and has actively recruited staff with appropriate language skills to work with groups of young people who speak very little English.

The Service has taken a number of actions, including contributing to preventative work to reduce school exclusions and commissioning programmes to reduce gang affiliation, which are significant to this agenda, and is also working with faith-based organisations to address issues. The young black men's empowerment programme, 'The Journey', works with young black men by strengthening protective factors to enable desistance.

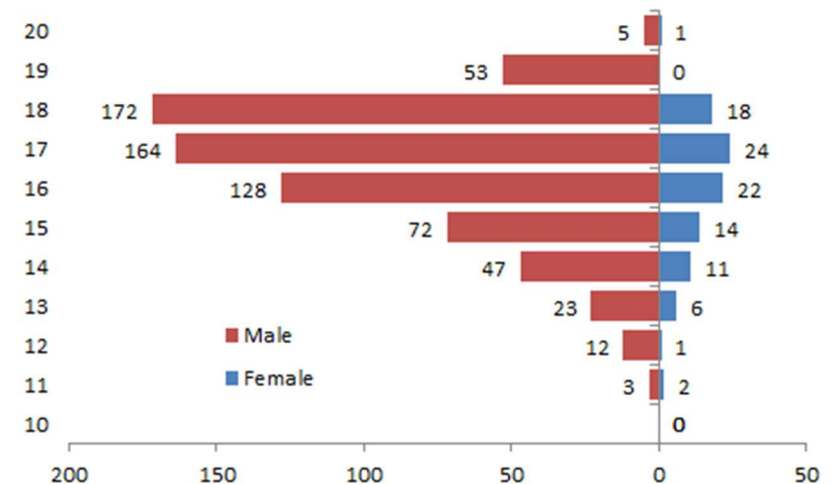


Figure 1: Number of clients worked with by Age and Gender, 01 April 2018 – 31 March 2019

The Service runs interventions which are specific to British Asian/Muslim boys, which are designed to prevent radicalisation and promote greater life chances. Work is also on-going to reduce extremism by white young people.

	Number of young people aged 10 -17	% of 10 - 17 population	Number of offenders worked with	% of 10 - 17 offending population
Asian or Asian British	39,459	33.5%	184	23.7
Black or Black British	12,633	10.7%	187	24.0
Chinese or other ethnic group	2,804	2.4%	19	2.4
Mixed	9,936	8.4%	105	13.5
White	53,042	45.0%	283	36.4
Total	117,874		778	

Figure 2: Ethnicity of clients worked with, 01 April 2018 – 31 Mar 2019

Performance against the three Youth Justice priorities

Reducing the number of first time entrants

First time entrants (FTEs) are young people, resident in England and Wales, who received their first caution or court conviction. The figures are presented as a number and as a rate per 100,000 of the 10-17 year old local population.

The total number of FTEs between 01 January 2018 and 31 December 2018¹ was 453 young people, a reduction of 19.2% from 561 in 2017. Over the same period the first-time entrant rate fell from 473 young people per 100,000 to 378 young people per 100,000, and improvement of 16.5%

Analysis of Birmingham's data has identified that the majority of the first time entrants were aged 15-17, with 47% aged 16 or older. 15% of first

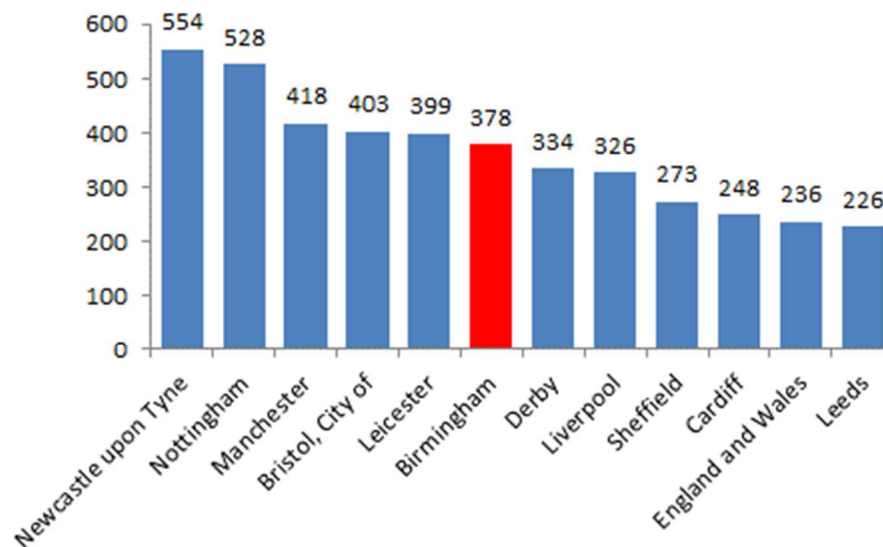


Figure 4: First-time entrants, rate per 100,000. Core cities comparison 2017/2018

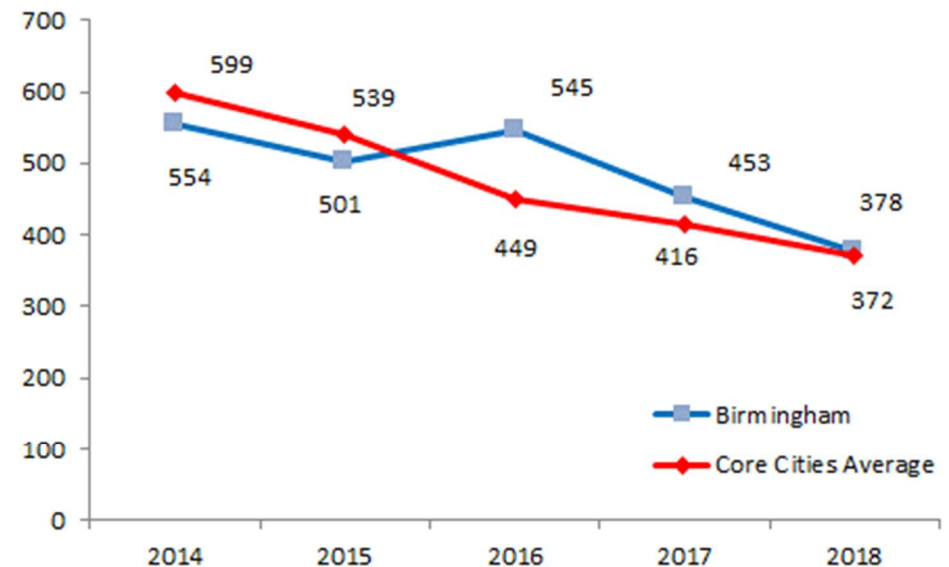


Figure 3: First-time entrants per 100,000 by year, 2014 – 2018

time entrants were female. The most prevalent offences amongst first time entrants were Violence against the Person, Motoring offences and Drugs.

299 Community Resolutions were issued in the period and though these do not count as substantive outcomes and therefore do not feature in the First Time Entrants figures. There has been a significant reduction in the number of community resolutions in the last 12 months, which we are reviewing in the partnership.

All Community Resolutions are assessed with the Police at a Joint Decision Making panel to identify whether the young person and/or their families

¹ Latest available figures from the Youth Justice Board

need additional support provided through the Service's 'Think Family' responsibilities. This includes young people who have been excluded from school for significant behaviour problems. Of first time entrants, 30.3% had an identified special educational need.

Of the outcomes given to first time entrants, 45.6% received pre-court outcomes, 47.4% first-tier outcomes, 4.1% community penalties, and 2.9% were sentenced to custody. 92 had previous Community Resolutions (17.0%).

Reducing re-offending

A proven re-offence is defined as any offence committed in a one-year follow-up period and receiving a court conviction or caution in the one year follow up or a further six months waiting period.

Within this cohort were 1057 young offenders, the largest across the Core Cities, with 36.5% re-offending, which was one of the lowest percentages of re-offenders of all Core Cities and compared with 40.1% nationally.

An analysis of Birmingham young people shows that those who re-offended were more strongly affected by the following risk factors than those who did not re-offend:

1. Lack of commitment including truancy;
2. Living in families under stress due to criminality, substance misuse, mental health issues;
3. Special Educational Needs;
4. Children in Care status;
5. Having a large number of previous outcomes;
6. Young people at risk of gang affiliation

Re-offending Rate: Jul 2016 to Jun 2017

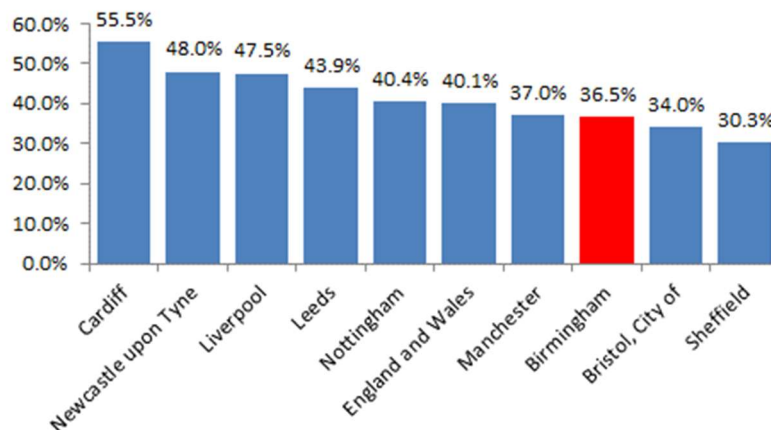


Figure 6: Re-offending rate (Binary), July 2016 – Jun 2017

Re-offending Rate per 100,000: Jul 2016 to Jun 2017 cohort

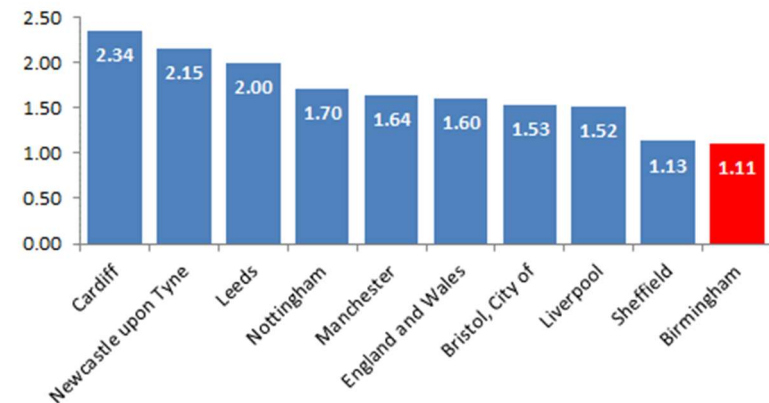


Figure 5: Average number of re-offences per offender, July 2016 – Jun 2017

Positive interventions include offending behaviour programmes with a cognitive behavioural therapy focus; restorative justice; evidence-based parenting programmes; young people supported to re-engage in education, training and employment and access to substance misuse and mental health treatment.

The Service delivers these interventions through their multi-agency staff and commission third sector specialist services for reducing gang affiliation (including support for Children in Care), services for young people on the autistic spectrum (including for those at risk of child sexual exploitation) and intensive mentoring to support engagement in education, training and employment.

Reducing the use of the secure estate

Custodial sentences

This indicator compares the number of custodial sentences against the 10 –17-year-old population of a local area.

Birmingham has a higher rate of custodial sentences than the national average, although within the range of other Core Cities. The number of custodial sentences in Birmingham increased in the 2018/19 period to 99. This compared to 94 custodial sentences in 2017/18 and has reduced from the 253 young people sentenced in 2007/08.

The majority (83.3%) of young people sentenced to custody were aged 16-17 and young males of either Black or Black British ethnicity or dual heritage backgrounds remain over-represented in comparison with the general population. 5.1% of those sentenced to custody were female.

The offence categories most likely to lead to custody were Robbery (93, 29.2%); Violence Against the Person (90, 28.2%); Domestic Burglary (41, 12.89%); Vehicle Theft (22, 6.9%) and Drugs (19, 6.0%), which together accounted for 83.1% of custodial sentences during the period. Of the 99 custodial sentences made, 12 (12.1%) received up to 4 months detention, 48 (48.5%) from 4 months to 2 years and 39 (39.4%) over 2 years. This compares with 23 (24.4%), 51 (54.2%) and 20 (19.1%) respectively in the previous year. This shows a marked increase in the duration of custodial sentences

Of the 99 custodial sentences made, 45 (45.5%) related to young people who had an identified special educational need. This was an increase from 39 young people (41.0%) in 2017/18.

The Service has an alternative to custody Intensive Supervision and Surveillance (ISS) programme, which is available to courts at bail and sentence stage and for young people released from custody and subject to licence. This programme includes 25 hours per week of intensive supervision and curfew enforced by electronic monitoring. Over the whole year, 135 young people were worked with by ISS on community-based programmes. This included 19 Intensive Bail packages, 15 Youth Rehabilitation orders and 56 Detention and Training Order licences.

Local Authority	Custodial sentences 01 April 2018 - 31 March 2019	10-17 population	Rate per 1,000 of the 10-17 population
Birmingham	99	119924	0.83
Bristol, City of	19	36019	0.53
Cardiff	9	29882	0.30
Leeds	37	65831	0.56
Liverpool	32	37113	0.86
Manchester	53	46667	1.14
Newcastle upon Tyne	8	23452	0.34
Nottingham	22	26873	0.82
Sheffield	12	49498	0.24
England and Wales	1554	5257414	0.30

Figure 7: Comparison of custody rates between Core Cities, April 2018 – March 2019.

Remand bed nights

The Legal Aid, Sentencing and Punishment of Offenders (LASPO) Act 2012 introduced a new remand framework for 10 to 17 year olds in December 2012. The key changes made by the legislation were as follows:

- 10 to 17 year olds are treated according to the same remand framework (including remands to local authority accommodation or youth detention accommodation) regardless of their age and gender;
- 12-17 year olds can only be remanded to youth detention accommodation if their offending is serious enough to warrant a custodial sentence including murder, attempted murder, rape, firearms offences, drugs and aggravated robbery or there is a history of failing to attend court.
- every child or young person remanded to youth detention accommodation are now treated as “looked after” by their designated local authority; and
- placement of children and young people remanded to youth detention accommodation is a function of the Secretary of State for Justice, but this power is exercised concurrently and in practice by the Youth Justice Board for England and Wales (YJB).

A remand to youth detention accommodation is currently to either: a secure children’s home (LASCH); a secure training centre (STC); or a young offender institution (YOI).

Young people remanded to custody are more likely to display entrenched patterns of offending behaviour and/or are more likely to have committed serious offences. Many of these young people have suffered trauma, lived in households affected by domestic abuse, mental health, substance misuse, suffered loss, been excluded from school, experienced drug or alcohol related dependencies and have mental health or special educational needs. Some of the young people will be influenced by gangs or have got mixed up with gang activities.

There was a significant increase in bed nights from 3,174 bed nights in 2016/17 to 5,361 in 2017/18 to 5,496 in 2018/19 with an increase in the time young people were remanded. 82 young people were remanded during 2018/19, 14 were Children in Care immediately prior to remand. A further 10 were previously a Child in Care. The remaining 58 gained Child in Care status as a result of their remand. Half of those remanded into custody were not known to the Youth Offending Service.

Establishment Type	2017/18 Number of Bed nights	2018/19 Number of Bed nights	Difference
LASCH	285	418	133
STC	1,224	1,097	-127
YOI	3,852	3,981	129
Total	5,361	5,496	135

Figure 8: Number of bed nights by establishment type, 01/04/2018 - 31/03/2019

The majority of young people were remanded because they had committed violent crimes including robberies and/or knife crime offences. Many had been influenced by peers including peers affiliated to gangs and some have been criminally exploited. Some of the young people have committed offences with adults such as Robbery. Involvement with an adult tends to lengthen the time that they spend in remand as the court makes arrangements so that all of the co-defendants can be sentenced together. The most common offence categories leading to a remand within the secure estate during 2018/19 were Violence against the Person, Wounding and Drugs, which together accounted for 61.46% of the total of bed nights. Many of the main offences were classed as serious or the most serious, including five young people remanded for murder.

Education, training and employment

National and international research supports the premise that young offenders' engagement in education, training and employment is a key protective factor against reoffending and a key outcome for young people in itself. It also provides a strong indication of the effectiveness of Youth Offending Teams (statutory local partnerships that include LAs) and their wider partnership arrangements with education authorities and providers. National data suggests that there is a direct correlation to be found in that around two out of three young offenders will have a history of poor school attendance.

Detachment from education, training and employment is a significant risk factor in relation to offending behaviour, with research demonstrating that early disengagement from school; lack of attainment; and failure of the system to re-engage the young person are all risk factors for offending. The importance of full participation in school and college life, together with the attainment of the vital skills and qualifications for employment, is not only recognised as a major protective factor in preventing children becoming offenders, but also reduces the longer term risks of reoffending. Initiatives to help young people re-engage with education include specialist education provision for groups with specific needs and measures to help facilitate home learning, as well as dedicated training courses to give young people practical work experience and enhance their employability. Appendix 1 highlights the pathways and services to improve young people's engagement in full time education, training and employment.

Across the city there is a multi-agency commitment to sustaining inclusion approaches: education, health and social care and other key partners are working together to enable vulnerable pupils to be supported in their own school and reduce pupil exclusions. Against a national back-drop of permanent exclusions (rising at secondary, primary and special phases) Birmingham has bucked the trend at secondary level with a significant decrease in permanent exclusions. At primary level there has been a slight increase in permanent exclusions: 75% of our primary schools do not permanently exclude. In the special sector, permanent exclusions are typically low (6 annually). However, our aspiration is that there are no permanent exclusions in the special school sector. Nationally, a review of permanent exclusions since the introduction of the 2014 SEN Code of Practice is highlighting a substantial rise year on year in permanent exclusions and specifically a rise in those children diagnosed with autism. Across the City there is concern that the current rate of primary permanent exclusions, whilst reducing, is too high and our aspiration is that we have no permanent exclusions at primary level.

In Birmingham there is a commitment to identifying off-rolling by schools and challenging any school practice that appears to be off-rolling children, for example if there is a particularly high incidence of home education referrals from one school. Nationally, Ofsted have identified that there may be as many as 4 % of children who are off-rolled and therefore we are working across the school sector to ensure that any such occurrences are challenged.

Performance

These figures represent the most up to date view of those young people in full time education or employment. In the reporting period, 606 programmes ended for 587 young people. Of the 587 young people with programmes ending, 426 (72.5%) were in full time ETE at the time their programme finished.

	Programmes ending	Number of young people with programmes ending	% of young people with programmes ending
In full time ETE	438	426	72.5
Not in full time ETE	168	161	27.4
Total	606	587 ²	

Figure 9: ETE Performance, 01 April 2018 - 31 March 2019

Gangs and Serious and Organized Crime

In February 2019, West Midlands Police was faced with identifying an appropriate response to three knife-related fatalities for young people under 18 and younger. Analysis revealed some key trends that helped to shape the response.

- Birmingham had seen elevated levels of knife crime, both where a knife was used to threaten and where injury was inflicted, with knife-related crime figures at their highest in eight years.
- Knife crime offences were not just confined to city centre areas and were instead spread across the whole of the city.
- Both victims and offenders were overwhelmingly male and predominantly aged 29 and under. Where defendants/suspects had been recorded, 27% were aged under 18.
- Despite good results from pro-active operations within Birmingham, knife crime continues to be a significant issue.

Although not easily identifiable from the analysis, it was anecdotally observed that one of the significant drivers of knife-crime in young people was a generalised sense that they needed to carry weapons for their own protection, against other young people, as opposed to a clear link to gang activity.

Therefore, the key objective of the response (formally titled Operation Forecast), was to deter young people from carrying knives. It was considered that this would be best achieved by a significant increase in the use of section 60 CJPO94 stop and search powers. Section 60 powers essentially allow police to identify an area where there is information that suggest the likelihood of significant violence/weapons carriage and issue blanket search powers to officers. Critically, these powers differ from normal stop and search powers in that they do not require police officers to have any grounds to suspect that a given person may be involved in that violence or carrying a weapon. Given the greater impact on Article 8 rights, these powers can only be legally authorised for

² As young people may have more than one programme ending, with a different ETE assessment each time, the number may not be equal in all tables, depending upon the metric being counted.

maximum periods of 24hrs at a time by senior officers. In addition to this, Home Office guidance on the Best Use of Stop and Search (BUSS) requires signatory forces (of which WMP is one) to further restrict the use of the powers.

A period of significant public consultation took place in advance of the use of these powers, including engagement with young people, in particular, who were invited to act as observers of the operations where the powers were used. The powers were used frequently across the whole of Birmingham from the end of February and throughout March, though there was a gradual reduction in the geographical coverage of the authorities towards the end of March. A decision was made to move away from the regular use of section 60 in early April, when it was concluded that to continue its use would potentially begin to erode public trust. Knife crime operations continue to run on a daily basis throughout Birmingham under the governance of Project Guardian.

Responding to violence and undertaking work to prevent it is a critical priority for the Community Safety Partnership, given the urgent and sustained response required to address the increases in serious violence such as violence among young people, including knife crime, tackling the causes of violence not just the symptoms.

Across the region, a scaled up public health approach to violence prevention is required to effectively respond to the urgent challenges facing the West Midlands. The West Midlands Violence Prevention Alliance (VPA) (a collaboration between West Midlands Police and Public Health England, supported financially by the West Midlands Police and Crime Commissioner and with a Board composed additionally of senior leaders from local government, education, the NHS, the Association of Directors of Public Health, and the third sector) has proposed the development of a dedicated Violence Prevention Unit as a local centre of expertise which would assist in strategic planning, support local delivery and facilitate evaluation of local interventions. This unit would provide a multi-agency overview of initiatives and a unifying multi-agency framework to learn from what works and to pursue the most promising interventions focusing on tackling the risk factors for violence in a sustainable way.

Birmingham has a long history of reducing gang-related violence through its partnership and community approach. However, recent gang activity has demonstrated the need for constant vigilance. There are approximately 35 to 40 Organised Crime Groups (OCG's) that operate in Birmingham and are involved in: trafficking foreign nationals into modern day slavery, Child Sexual Exploitation, Child Criminal Exploitation, the importation, supply or production of illicit drugs, the use or supply of firearms and thefts of vehicles to order. The vast majority of OCG members are adults; however young people are recruited and affiliated to these more organised groups usually either willingly, for protection or for fear of reprisals to themselves or their families. used

In addition to OCG's, there are a number of Urban Street Gangs (USG's) that operate in Birmingham. There is evidence from the West Midlands Regional Organised Crime Unit that some of the USG's in Birmingham, act as feeder groups for OCG's in the distribution of drugs. Children who are criminally exploited by these USGs have roles such as a drug runner, drug dealer, enforcer or someone that directly relates to the day to day running of a 'County Line'. Children are also used to transport and hide weapons and to secure dwellings of vulnerable people so that they can use them as a base from which to sell drugs. Based on recent figures 69 children under the age of 18 are USG members within Birmingham. This figure is dynamic and does not include all the children on the periphery or at risk of affiliation. In addition, 254 children age under 18 are related to gang members as their child or sibling.

'County Lines' is about modern slavery, human trafficking and exploitation, alongside drug supply and violent crime. This is a highly lucrative business model, where the National Crime Agency (NCA) estimates this industry nationally is worth more than £500, 000,000. The NCA estimates that there are 90 drug lines running out of the West Midlands with approximately 60 running out of Birmingham. As a consequence, Birmingham is seen as a major 'County Line' Hub within the United Kingdom. The adults running these networks are removed from the frontline activity of dealing and exploit children who are at high risk transporting and selling drugs, often many miles from home.

In Birmingham, there have been over 250 children who have been criminally exploited since January 2018. There are often high levels of violence and intimidation linked to this activity and the constant threat of these either in relation to a drug debt, perceived misdemeanours or coercive control is also apparent in a number of cases.

To address the rise of gang-related activity within Birmingham, the Office of the West Midlands Police and Crime Commissioner (OPCC) established a **Gangs and Related Violence Commission** to formulate a response, which was community led, with the support of statutory services and its findings were reported in December 2017 along with 25 recommendations from this work. Senior YOS Managers attend this Commission. Having identified the need for a multi-agency city-wide response to the serious issues, challenges and vulnerabilities inherent in gang-related offending, **Birmingham Community Safety Partnership (CSP)** has overseen the establishment of a sub-group of the CSP, (Birmingham Guns, Gangs and Organised Criminality Partnership) which has produced a **City Wide Organised Crime and Gangs Strategy** to respond to the prevailing situation. These partnership arrangements are led by West Midlands Police and Birmingham Children's Trust. The recommendations of the OPCC Gangs Commission and those in the CSP Birmingham Organised Crime and Gangs Strategy have been integrated.

A **Strategic Board** has been formed to oversee the implementation of the Organised Crime and Gangs Strategy and established a multi-agency **Operational Group**, comprising of Police, Youth Offending Service, National Probation Service, Community Rehabilitation Companies, BCC Local Services, Children's Social Care, Health, representatives from Her Majesty's Revenue and Customs, Department of Work and Pensions and representation from community organisations and Victim Support. This meets regularly to discuss current issues/problems and individuals (both young people and adults) where there are concerns about their risk of/or involvement in gang-related activity and agree interventions to mitigate and manage identified risk.

In addition, a multi-agency **Criminal Exploitation Panel** was established, focussing on young people identified as being criminally exploited and applies the 4P ("Prevent, Protect, Prepare, Pursue") advocated by the Home Office to approach to mitigating the risks. By September this Panel will be integrated into area Multi-Agency Child Exploitation Panels that will share information and agree multi-agency actions across all forms of exploitation and new models for service delivery to support contextual safeguarding arrangements through a hub and spoke model as these issues cannot be dealt with by individual agencies on their own as the causes and drivers are varied.

The Children's Society is delivering the **Disrupting Exploitation Programme** in Birmingham. This is part of a national programme also being delivered in London and Greater Manchester. The programme works one to one with young people who are victims of child criminal exploitation and works on the basis of systems change. The systems change work includes: disrupting hotspot locations of exploitation; targeted group work; professional training and on shaping local policies and processes. The programme has so far reached over 200 professionals, and over 2,000 young people have received training, school assemblies and awareness raising sessions. The programme is currently working intensively on a 1-1 basis with 8 young people referred from the Criminal

Exploitation Panel. Evaluation, from hourly six-week interventions, shows that overall pupils feel more knowledgeable about criminal exploitation, whom they can go to if they have concerns and why they should share their worries and concerns.

The work of the Birmingham Guns, Gangs and Organised Criminality Partnership has informed and shaped various law enforcement operations, including a national landmark case, Operation ARKLE, where 7 young exploited children were rescued from exploitation where the enforcement action led to the imprisonment of an adult for 14 years for Child Trafficking offences as well as possession with intent to supply Class A drugs. None of the children who were exploited provided statements. Despite being involved in the sale and distribution of Class A drugs none of the children were prosecuted or used as witnesses' offering them both protection and support in the widest context possible. In addition to the successful enforcement action there are on-going joint police operations which involved West Midlands Police and representatives of the Birmingham Guns, Gangs and Organised Criminality Partnership in disrupting criminal exploitation.

A Youth Violence intervention programme led by **Redthread** and funded by the OPCC has been established in two hospitals in Birmingham. This has been supported by Partnership including DWP. Discussions to embed a specialist **Redthread** worker based in the Children's Hospital are progressing.

Knife crime

Nationally and locally there have been rises in serious violence including knife crime. In Birmingham there has been a 19% increase in knife crime across the City when comparing police figures for 2017/18 and 2018/19. The levels of youth violence across Birmingham have increased by 10% when comparing the figures for 2017/18 and 2018/19. A key Community Safety Partnership priority is to continue to reduce violence across communities and to tackle exploitation 'County Lines', urban street gangs and child sexual exploitation.

Community Safety Partnership data identifies that the number of knife crime offences has increased over the past three years, with Robbery, wounding with intent and malicious wounding being the knife related offences that have occurred the most over the period. The majority of these offences are committed by over 18 year olds. During 2018/19 there were 174 proven knife offences committed by young people this was out of a total of 631 offences overall. Therefore, knife offences accounted for 27.6% of all offences proven in the period. Of the 174 offences, 78 (43%) were committed by young people aged 16 and over compared with 382 (56%) of all proven offences overall.

Offending remains a predominantly male activity, though the percentage of young women nationally coming to the attention of the police has increased over recent years. The peak age of offending for knife offences was 16 for both young men and young women.

It can be seen that young people from the Black and Black British ethnic categories

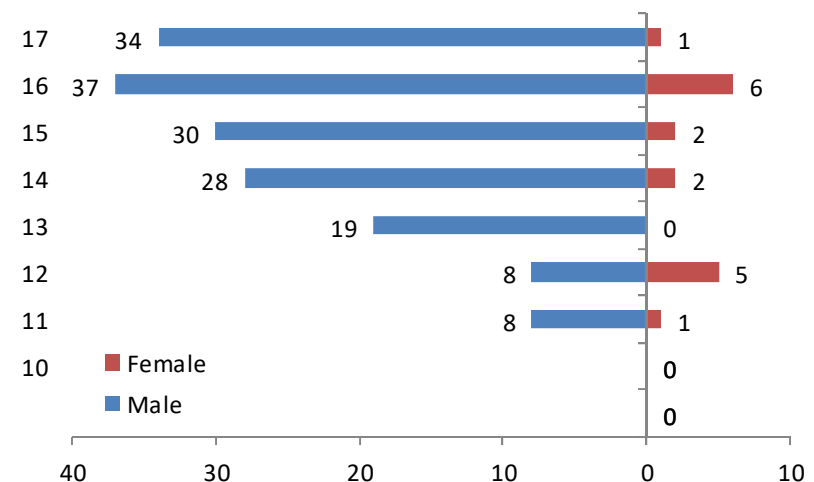


Figure 10: Knife-enabled offences, 01 April 2018 – 31 March 2019

are over-represented in the breakdown of young people being found guilty of knife related offending appearing at over twice the proportion of their incidence in the general 10-17 population.

	Number of young people	% of 10 - 17 population	Number of knife offences	% of knife offences
Asian or Asian British	39,459	33.5%	53	30.5%
Black or Black British	12,633	10.7%	50	28.7%
Chinese or other ethnic group	2,804	2.4%	4	2.3%
Mixed	9,936	8.4%	27	15.5%
White	53,042	45.0%	40	23.0%
Not Recorded				
Total	117,874		174	

Figure 11: Knife enabled offences by ethnic category, 01/04/2018 - 31/03/2019. Comparison: Birmingham 10 -17 population

The Service and Partners offer a range of services to reduce knife related crime and these interventions are outlined in more detail in Appendix 1. However, subsequent to their first knife offence in the period only 6 young people have been re-convicted of another knife offence.

Asset Plus

The Service has continued to use the national assessment framework 'Asset Plus' implemented in September 2016. The framework is premised on desistance theory and the practical application of desistance. Given that 'Asset Plus' is a more comprehensive assessment tool than the previously used assessment ('ASSET') all assessments now include not only indicators of the level of risk but also contextualises the impact of that risk. This allows for a more accurate assessment than was previously possible as it takes into account protective factors that could mitigate against the likelihood of committing similar offences again. Pathways in and out of offending can be complex, particularly in term of the ability of young people to influence their environment. 'Asset Plus' focuses on a range of factors to reduce reoffending by addressing vulnerabilities and risks, ensuring that the right services and pathways are in place and accessible to assist young people desist from offending and support them and their families to increase resilience. Appendix 1 outlines these services and pathways along with performance data and case studies.

Safeguarding

The Youth Offending Service continues to carry out its responsibilities under Section 11 of the Children Act (2004), which places a number of duties on it (and the services contracted out to others) to ensure that the day to day business takes into account the need to safeguard and promote the welfare of children. The Service submits annual reports to the Birmingham Safeguarding Children's Board which indicates how safeguarding duties are being fulfilled.

Safeguarding training has been offered across the Service via the Birmingham Safeguarding Children's Board, as well as internal development and external training providers undertaking training across a range of vulnerabilities including:

- Safeguarding for Senior Managers;
- Child Protection and Early Help;
- Child Sexual Exploitation, Missing and Trafficked Children;
- WRAP3 and Prevent;
- ASSET Plus training;
- Gangs;
- Responsibilities as a provider of services to Think Family and Early Help;
- Child Development, Attachment and Trauma;
- Female Genital Mutilation;
- Harmful Sexual Behaviour;

Children's Advice and Support Service (CASS) is a multi-agency front door using the principles of Right Help, Right Time. The Youth Offending Service provides daily on site YOS manager support to CASS which has seen an improvement in:

- Timeliness and quality of YOS safeguarding referrals;
- A greater understanding around Remands to Local Authority Accommodation and Youth Detention Accommodation;
- An Increase in early referrals to the Harmful Sexual Behaviour Team;
- YOS attendance at peer on peer abuse strategy discussions;
- Understanding changing threats and risk, including child criminal exploitation and child sexual exploitation;
- An increased understanding around the factors related to desistance in strategy discussions;
- An increased understanding around YOS assessments and interventions;

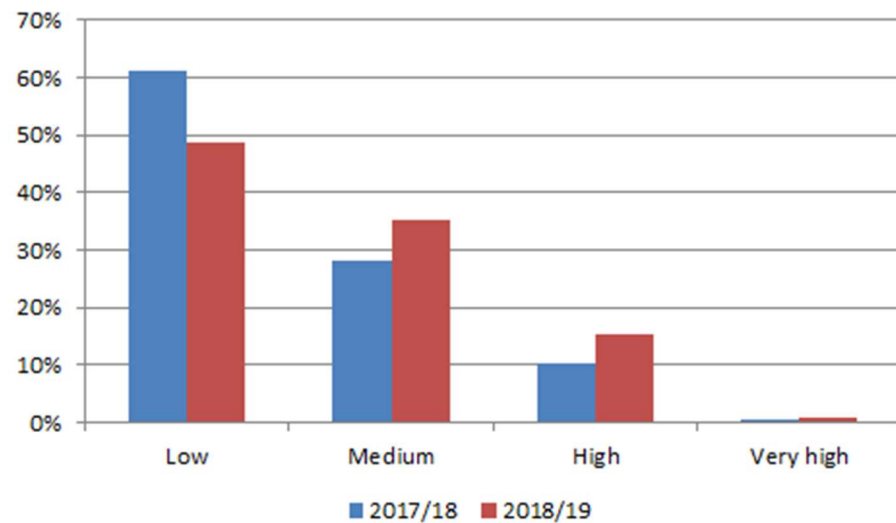


Figure 12: Assessed level of risk to safety and well-being, comparison 2017/18 - 2018/19.

Within the Youth Offending Service all young people are screened for issues of safety and well-being. Between 01/04/2018 and 31/03/2019, 778 young people were assessed for safety and well-being compared with 969 young people in the previous year. 400 (51.4%) young people were identified as having medium or high vulnerabilities, requiring an increased response to mitigate these, compared with 38.8% in the previous year. The proportion of those assessed with 'High' or 'Very High' vulnerabilities increased to 16.0% in 2018/19 compared with 10.7% in 2017/18. Responses include: referrals to Children's Safeguarding Services; Child and Adolescent Mental Health; intensive family and mentoring interventions; increased offender management and intensive interventions; and substance misuse and alcohol treatment services.

The Head of Service has named responsibility for attending and supporting the work of key Birmingham Safeguarding Children's Partnership subgroups which include:

- Child Death Overview Panel;
- Performance and Quality Assurance;
- CSE and Missing Operational Groups.

Certain risk factors may lead to a greater propensity to remain engaged in offending behaviour. By mapping data contained within the Asset Plus assessment, analysis has identified the incidence of the risk factors within the assessments completed.

For the young people assessed during the period 01 April 2018 – 31 March 2019, 5 risk factors were identified as each, in turn, affecting over 40% of the young people. The most common risk factors (Figure 13) were broadly similar to those identified as affecting the young people worked with in 2017/18, though at a higher incidence.

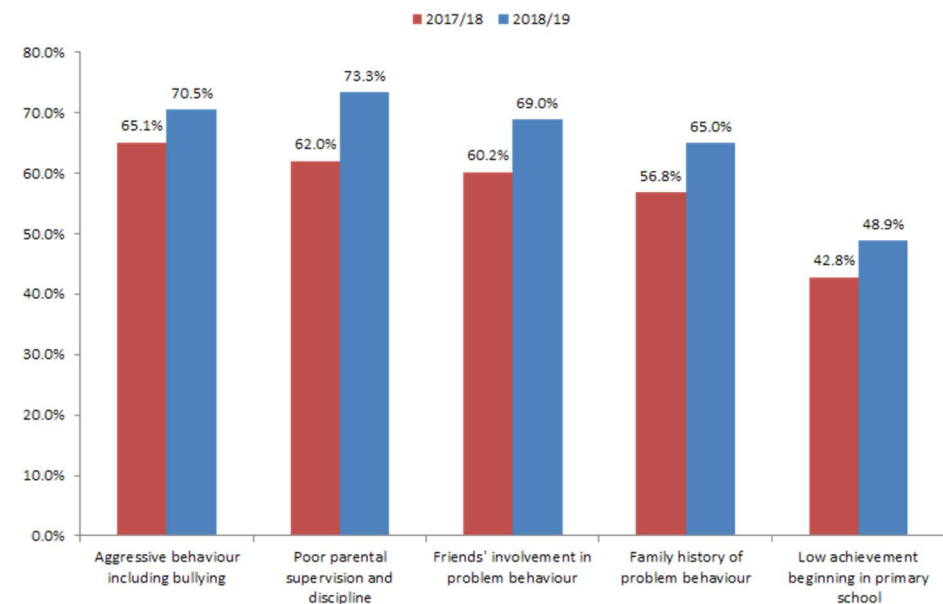


Figure 13: Significant risk factors, comparison 2017/18 – 2018/19

For young people sentenced to custody between 01 April 2018 and 31 March 2019, additional risk factors – each in turn affecting over half the cohort – included: lack of commitment including truancy; parental involvement in/attitudes condoning problem behaviour and poor parental supervision and discipline.

Strengthening protective factors such as reasoning skills and employment prospects help mitigate against a young person remaining engaged in offending and diminish the effect of risk factors which are more difficult to change e.g. disadvantaged neighbourhood or family history of problem behaviour. Of the young people assessed between 01 April 2018 and 31 March 2019, 92.0% of those assessed were judged to have at least one protective factor.

Children in Care

National research has concluded that children in care are disproportionately represented in the criminal justice system and recommends the use of restorative justice as an alternative form of behaviour management for minor offences. The latest Local Authority returns³ identified that 48 (5.0%) of the 954 children aged 10 or older who had been looked after for more than 12 months had a conviction or were made subject to a youth caution during the period 01 April 2017 - 31 March 2018, a small increase from 42 (4.6%) in 2016/17. This compares with the national average of 4.1% and has been supported by Police and Crown Prosecution Service practices to reduce criminalisation of young people in care for minor offences such as criminal damage.

Children in Care (CIC) are an especially vulnerable group and their prevalence in the youth justice system is regularly monitored and reported upon. 99 young people were currently or had previously been looked after at the point of receiving a substantive outcome in 2018/19.

Young people with a history of being looked after were more likely to be sentenced to custody, with custodial sentences comprising 11.5% (14 young people) compared with 9.5% of all sentences. Despite the high proportion being sentenced to custody, young people with a history of being looked after only constituted 3.4% of First Time Entrants during the period. However, young people with a history of being looked after were less likely to be in full time ETE at the end of their order (54.9%) than those who had never been looked after (75.8%). Of the young people remanded to the secure estate during the period, 12 (15.2%) were looked after at the time of remand. These young people accounted for 18.0% (995) of the 5496 remand bed nights during the period.

To ensure that children in care are not disadvantaged by being allocated to a new worker when a new placement moves them from one catchment area to another, the Service allocates a worker to them from their 'home' team and this worker is responsible for ensuring they receive the necessary support and intervention irrespective of where they are placed, either within the city or an out-of-city placement. In addition to Birmingham clients, the Service also provides a service to other local authorities who place young people within Birmingham.

³ <https://www.gov.uk/government/statistics/children-looked-after-in-england-including-adoption-2017-to-2018>

Public Protection

The management of young offenders subject to court orders is a key responsibility of the Youth Offending Service. Those young people assessed as posing a higher risk to the public from re-offending or causing harm to others are subject to more intensive multi-agency arrangements to address concerns.

The Youth Offending Service continues to lead and chair local Risk and Vulnerability panels in each of the five area teams to discuss those young people assessed at medium to high risk of reoffending, harm and vulnerability. This allows the Service to co-ordinate services for the young person to reduce risk and vulnerability.

The Service is responsible, within the 'Asset Plus' framework, for completing assessments of the risk posed by young people and co-ordinates robust multi-agency plans for these young people. Compared with 2017/18, 2018/19 saw an increase in the proportion of the

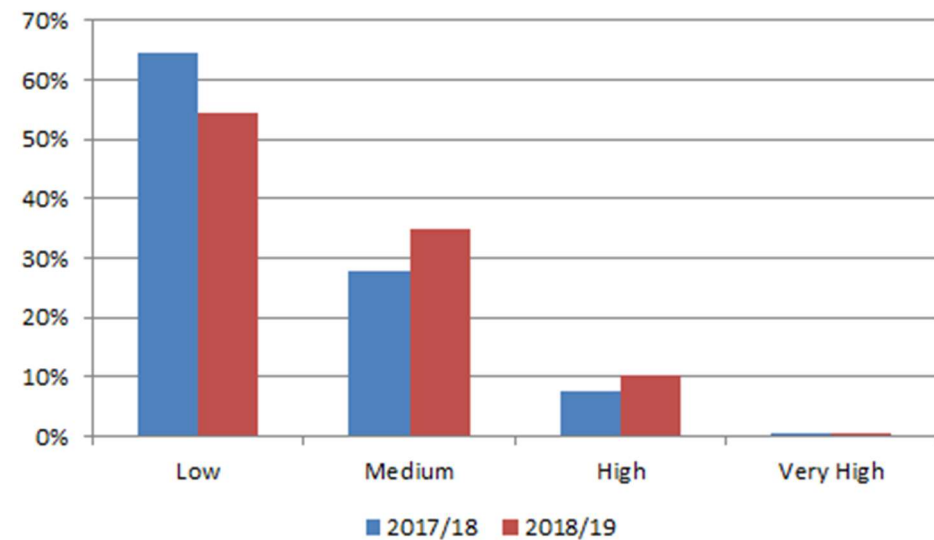


Figure 14: Assessed level of Risk to others, comparison 2017/18 – 2018/19

Service's caseload presenting other than a 'Low' risk to others from 344 (35.5%) in 2017/18 to 355 (45.6%) in 2018/19.

The Scaled Approach lays down, within National Standards, the levels of contact that each young person subject to a court order will receive and each young person is set an 'intervention level' which is regularly reviewed within the 'Asset Plus' framework. Compared with 2017/18, 2018/19 saw an increase in the proportion of young people within the Service's caseload assessed on the Enhanced and Intensive level of intervention from 68.7% to 72.7%: these require higher contact levels than the Standard intervention level.

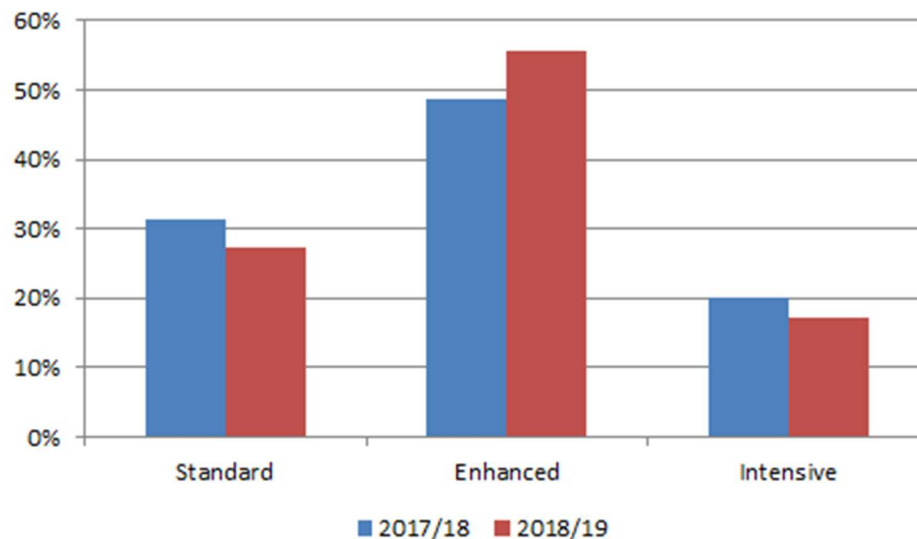


Figure 15: Intervention levels, comparison 2017/18 – 2018/19

Youth Justice Board Serious Incidents Procedures

Birmingham Youth Offending Service reports on Community and Safeguarding Public Protection Incidents to the Birmingham YOS Management Board and, where applicable, to the Birmingham Children's Safeguarding Board. This includes details of any child involved in a safeguarding or public protection incident whilst on a YOT caseload or, if they are charged with certain serious offences, whilst not under YOT supervision or currently on a YOT caseload. The criteria for identifying community safeguarding and public protection incidents remains the same as those previously determined by the YJB.

Any evaluation of the circumstances takes into account the interplay with any wider agencies. The approach to learning from serious incidents focuses on the journey of the child, rather than on the perspectives of individual service providers and therefore encourages joint working and learning wherever possible. Between 01 April 2018 - 31 March 2019, the Service had six Public Protection Serious Incidents and one Serious Safeguarding Incident. Lessons learnt across the partnership were:

1. The majority of serious incidents are being committed by young people not previously known to the YOS or not currently open. A robust communication strategy is required targeted at all young people and parents/carers across the city to highlight the dangers of carrying knives.
2. Greater collaboration must be encouraged between all services including youth services and community groups to identify and provide targeted early interventions that build resilience to those young people most at risk of engaging in violent behaviour
3. YOS and Partners should share information and investigate any correlation between knife, drugs and driving offences to better understand links to gang affiliation and/or exploitation.
4. Escalate to the Youth Justice Board concerns about young people being released from custody without appropriate conditions on their licence.
5. Continue to identify government funding or organisations with funded intervention programmes and projects that work with young people to prevent them from getting involved with gang violence, criminal exploitation and serious organised crime.

Integrated Offender Management

Integrated Offender Management (IOM) brings a cross-agency response to the crime and reoffending threats faced by local communities. The most persistent and problematic offenders are identified and managed jointly by partner agencies working together. There is an ongoing review of the Multi Agency Gangs Unit to ensure robust IOM with those who pose the highest risk to the public. The Youth ODOC (One Day One Conversation) case management meeting is steered within a pan-Birmingham Strategy in line with adult offender management but recognising the differences in managing the risk of children and young people. Police Offender Managers are closely aligned to the Service and work in partnership alongside YOT case managers with those young people who require more intensive engagement and management.

The Youth ODOC is chaired by the Youth Offending Service and vice-chaired by West Midlands Police. The two current cohorts of Youth ODOC are those who are deemed 'Persistent and Priority Offenders' and those young people in the 'Deter' cohort: addressing concerns at an early stage and preventing escalation into persistent offending and entrenchment.

The main interventions offered under the IOM Strategy are drugs and alcohol treatment, mental health services, education training and employment, accommodation and support, thinking attitudes and behaviour, family support and safeguarding and health.

Multi-Agency Public Protection Panel

The Multi-Agency Public Protection Arrangements (MAPPA) are a key part of the government's strategy in protecting the public and are intended to help manage the risks presented by serious violent and sexual offenders. The four key functions of MAPPA are to:

- Identify all relevant offenders;
- Complete comprehensive risk assessments that take advantage of coordinated information sharing across agencies;
- Devise, implement and review robust MAPPA management plans;
- Focus available resources in a way which best protects the public from serious harm.

A pan-Birmingham level 2 youth MAPPP (Multi agency Public Protection Panel) is chaired by a senior probation officer (Violent Offenders) and a senior Police officer (Sexual Offenders).

Summary of 2018/19 priorities

Outcome	Measure	Target for 2018/19	Outcome (2018/19)	Target for 2019/20
Reduce first time entrants (FTE) to the Youth Justice system	First time entrants to youth justice system (per 100,000 children)	5% improvement 431 per 100,000	378 per 100,000	Reduce by 5%
Reduce Recidivism 12 month post completion	Reduction in re-offending Reduce or maintain national average	Maintain current performance Binary Rate 36.1%	(July 2016 – Jun 2017 Binary Rate: 36.5% Frequency Rate:1.11 386 re-offenders in 1057 cohort	Maintain current performance
	Reduction in re-offending rates for ODOC/MAPPA clients	5% improvement 43.8%	40.2%	89 young people to track going forward
Reduce the use of Custody	Reduction in number of young people per 1,000 of 10 – 17 population sentenced to the secure estate	5% improvement 0.76 per 1,000	0.83 per 1,000	Improve by 5%
	Reduction in number of young people remanded to the Secure Estate	5% improvement 72 young people	79 young people	Improve by 5%
Reduce the number of CiC in the YJS and re-offending by this group	Reduction in number of CiC who re-offend	Maintain performance	City 36.5% CiC 35.3%	Maintain performance
	Young people looked after for more than 12 months given a substantive outcome.	Maintain performance	Birmingham=5.0% National figure = 4.1% Core cities = 5.0%	Improve to National average.

Outcome	Measure	Target for 2018/19	Outcome (2018/19)	Target for 2019/20
	Improvement in proportion of CiC with arranged accommodation before release	Maintain performance	99.4%	Maintain performance
Increase the number of young people in the YJS engaged with ETE	Percentage of young people of school age engaged in full time education at conclusion of order.	Maintain performance	85.5%	Maintain performance
	Number of young people post-school age engaged in full time ETE at conclusion of order	5% improvement 72.6%	63.9%	5% Improvement
	Distance travelled (improved and maintained) measurements pre and post order	Maintain performance	90.2% 9.7%	Maintain performance
Improved Youth Justice Outcomes for BME young people	Reduce the over representation of Black and Black British and dual heritage young people in the youth justice system.	5% improvement 1.42%	1.07%	5% improvement

Offending Profile

The profile of young offenders in Birmingham is similar to the National Audit Office (2010) research, which identified that the risk factors most associated with those young people at risk of custody and re-offending were:

- Higher proportion had risks related to family relationships;
- Higher levels of truancy and NEET;
- Association with negative peers including gangs;
- Negative mind-set and attitude;
- High levels of substance misuse, including alcohol;
- Aggressive behaviour;
- Special Needs.

Proven Offences

In the period 01 April 2018 to 31 March 2019, 1502 offences were proven against 630 young people. This resulted in 782 outcomes in the year. In comparison with the same period in 2017/18, the number of offenders represented a decrease of 22.0% (from 808), offences a fall of 15.8% (from 1783) and outcomes a fall of 21.3% (from 994).

Community Resolutions

Changes in the criminal justice system have displaced the disposal of some crimes from formal action through the CPS and courts to more informal processes to deal with low-level crimes and ASB. Community Resolutions are one such avenue which allows police officers to bring offenders and victims together to find an acceptable outcome. It is implemented by the Police to support a restorative approach. This approach also prevents young people who commit minor offences from receiving a formal criminal record which may disadvantage them in the future e.g. employment opportunities. The Service is notified of Community Resolutions and triages them at a joint decision making pre-court panel comprising YOS case managers and Police who agree interventions for those young people who most need it.

In the period, 299 Community Resolutions were made for Birmingham young people. The top 3 crime categories for the 10 – 17 age range where a Community Resolution was used were Theft, Assault and Criminal Damage. Taking Community Resolutions and substantive outcomes as a whole 1081 disposals), Community Resolutions account for 27.6% of disposals relating to young people in this period. This is a decrease from 30.9% in the same period the previous year.

Proven offences by type

The offence categories with the highest prevalence of offending were:

- Violence against the person
- Motoring
- Robbery
- Theft and Handling
- Drugs

Although the most prevalent crimes were the same as in the previous year, violence against the person, theft, drugs and motoring offences showed a reduction in number and proportion, whilst robbery saw an increase.

Offence Type	2017/18	2018/19	% change
Violence Against the Person	521	422	-19.0%
Motoring Offences	285	190	-33.3%
Robbery	121	160	32.2%
Theft and Handling	185	149	-19.5%
Drugs	172	118	-31.4%

Table 1: Offences with the highest prevalence, 2017/18 - 2018/19

Overall, the 1502 proven offences were broken down as shown in Figure 16.

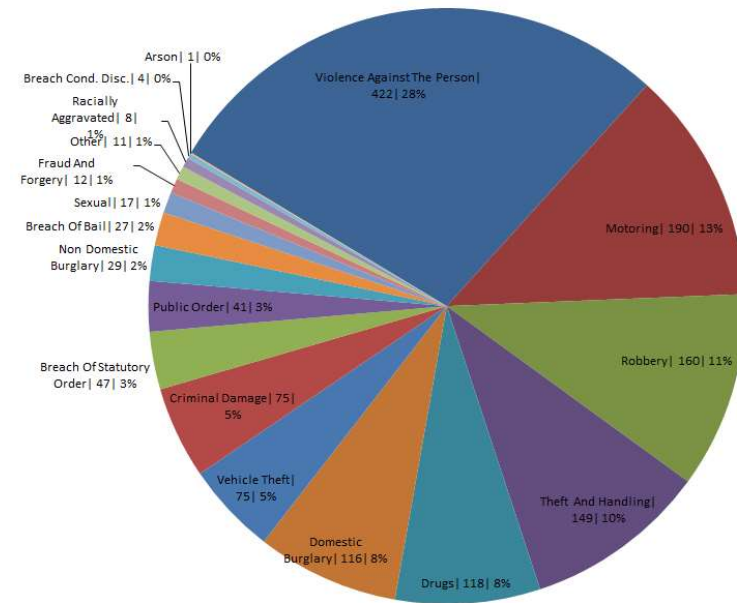


Figure 16: Proven offences by type, 01/04/2018 – 31/03/2019

Age and Gender

It is well established that young people with a criminal record have a more difficult and less successful transition into adulthood. It has also been researched extensively that the earlier a young person becomes involved in offending, the higher the risk of persistence. Young offenders and those who are violent at a young age, or have experienced violence within the family, also have an increased likelihood of becoming persistent, recidivist offenders and engaging in violent crime.

Children and young people are subject to criminal prosecution from the age of 10 and national figures show offending peaking at age 17, with a decrease thereafter. However, in 2018/19 local figures (Figure 17) show a peak at 17 years for young men and 16 years for young women.

Offending remains a predominantly male activity. Young men accounted for 532 (84.4%) and young women 98 (15.6%) of the young people who had offences proven against them in 2018/19. In 2018/19, of the 1502 proven offences committed, 1281 (85.3%) offences receiving a substantive outcome were committed by young men and 221 (14.7%) by young women. This gives a rate of 2.41 offences per person for males and 2.26 for females.

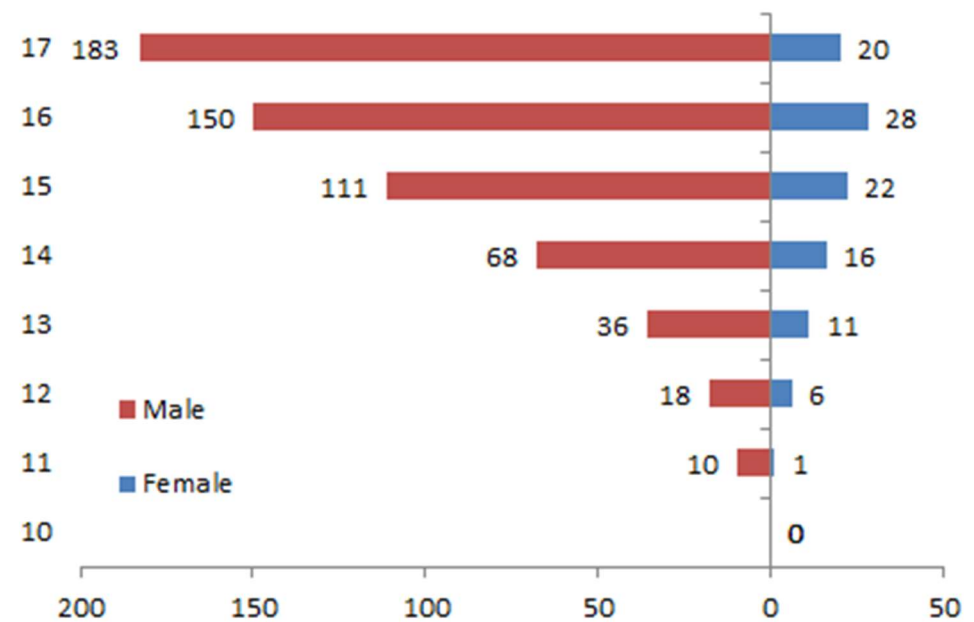


Figure 17: Proven offences by age and gender, 01/04/2018 – 31/03/2019

There is a difference in the nature of offences committed by each gender. Though the number of young females involved in offences is much lower than young men, young females have a far higher proportion of offences in the violence against the person category (39% for females against 26% for males) and theft and handling (22% for females against 8% for males). The difference between the genders in all offence categories is shown in Figure 18.

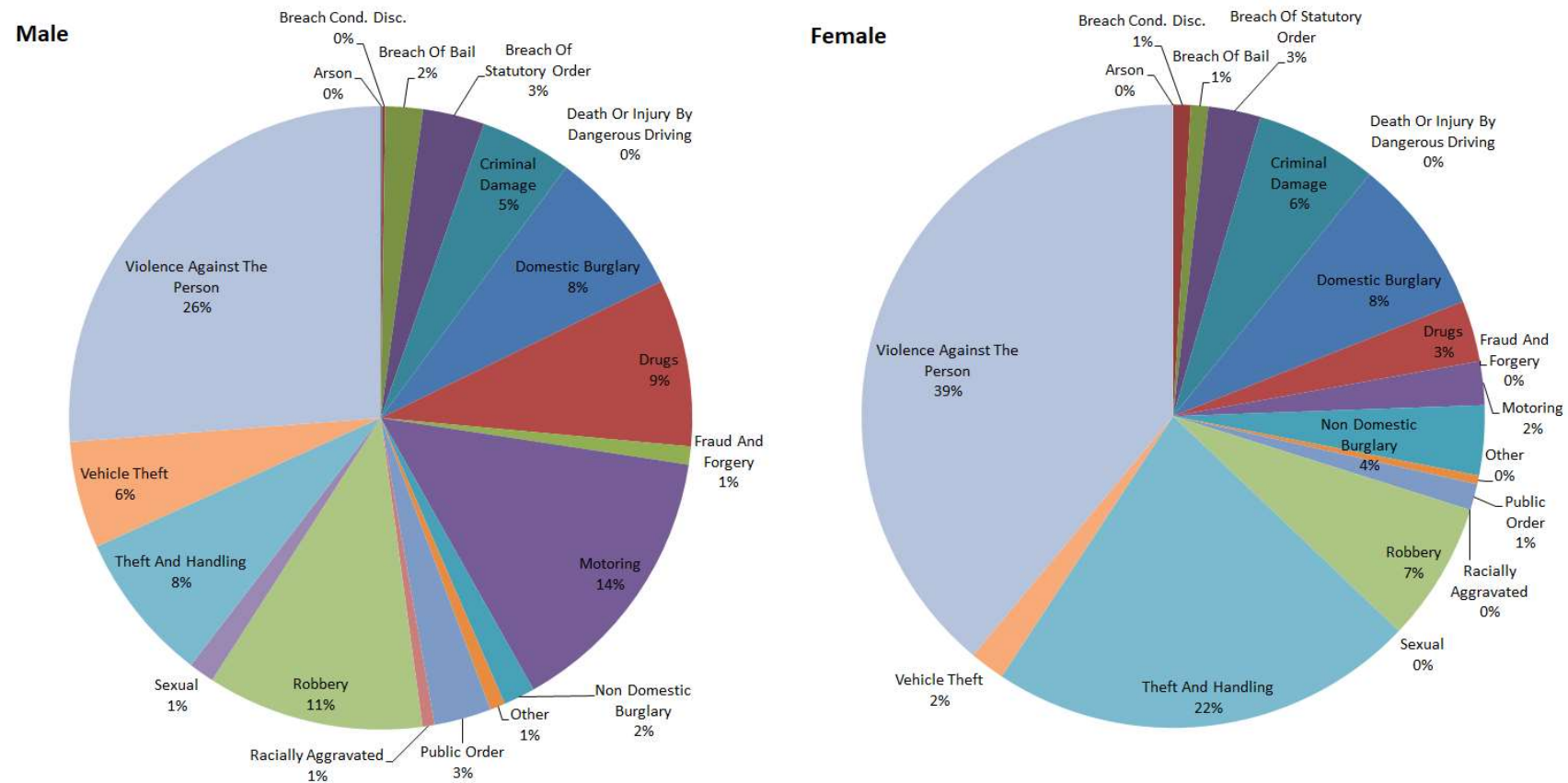


Figure 18: Proven offences by gender, 01 April 2018 – 31 March 2019

Ethnicity

The most recent data⁴ to breakdown the 10 – 17 population by ethnicity has been used to analyse the number of offenders with proven offences in 2018/19 in relation to the overall 10 – 17 population of the city.

The Service continues to place a high priority on reducing disproportionality, both in terms of young people engaged in the criminal justice system and the use of the secure estate.

Black or Black British young people remain over-represented in the Criminal Justice System in relation to the general 10 - 17 population. The proportion of offenders from Black or Black British background fell from 23.1% in 2017/18 to 21.6% in 2018/19. The Partnership continues to take action to reduce this over-representation including contributing to preventative work to reduce school exclusions and gang affiliation which is significant to this agenda.

	Number of young people	% of 10 - 17 population	Number of offenders	% of offences by ethnicity	% of 10 - 17 offending population
Asian or Asian British	39,459	33.48%	143	0.36	22.7
Black or Black British	12,633	10.72%	136	1.07	21.6
Chinese or other ethnic group	2804	2.38%	26	0.92	4.1
Mixed	9936	8.43%	74	0.74	11.7
White	53,042	45.00%	232	0.43	36.8
Not Recorded			19		3.0
Total	117,874		630	0.53	

Table 2: 10 – 17 years of age population: Number of offenders with proven offences by ethnicity, 01 April 2018 – 31 March 2019

⁴ Office of National Statistics Census 2010

Outcomes

In respect of the 1502 offences proven between 01/04/2018 and 31/03/2019, 782 outcomes were made. Of those outcomes, 661 (84.5%) were made on young men and 121 (15.5%) on young women.

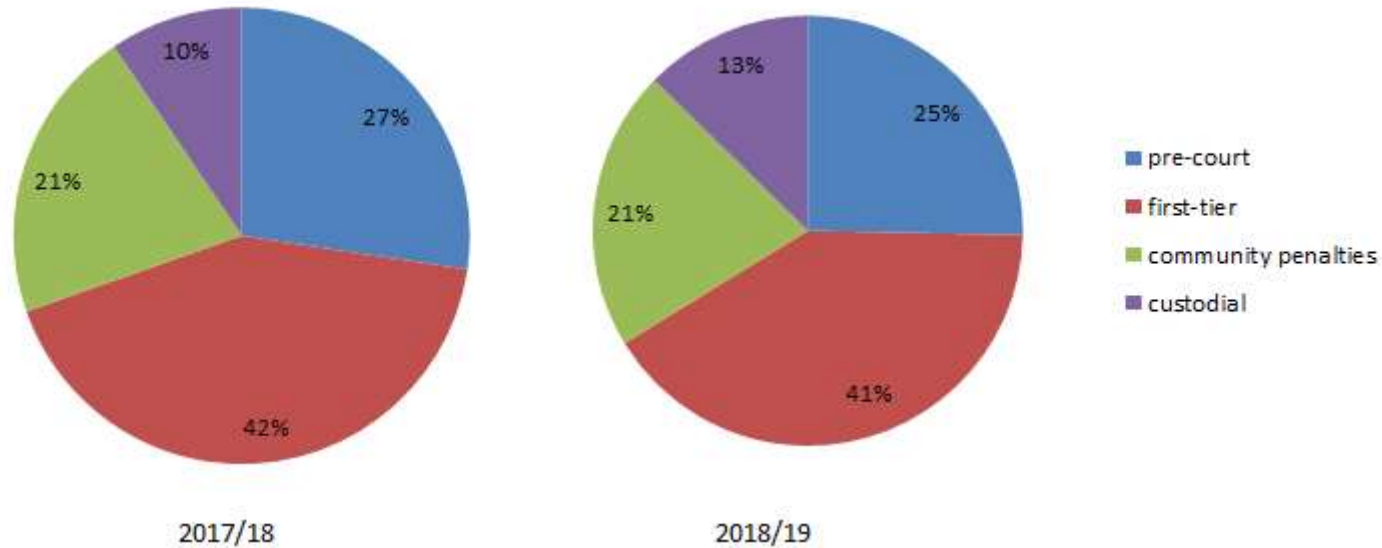


Figure 19: YJB Outcome Tier for proven offences, comparison 2016/17 - 2017/18

The proportion of outcomes in each of the four tiers shows a small shift away from pre-court and first tier penalties with a corresponding increase in custodial disposals, when comparing 2017/18 with 2018/19. The proportion of community penalties remained static.

Priorities for 2019/2022

Priority area	Why is this important	Key Actions	Lead Agency/Lead Partners	How will we measure success between now and 2022
Reduction of First Time entrants into the Youth Justice System.	Crime impacts on Victims and Communities. Involvement in offending is hugely detrimental to a young person's life chances.	Implement findings of recent Joint Decision Making Panel review to ensure youth diversion arrangements are robust.	WMP lead and HoS YOS	Reduction in FTE to national averages. Reductions in young people with Community Resolutions who enter the youth justice system. Reduction in school exclusions. Reduction in FTE for knife related crimes. Reduction in young people most vulnerable to poor outcomes including those with Special Educational Needs and Children in Care entering the youth justice system. Robust disruption and prosecutions of those involved in exploiting young people.
		Embed a duty YOS worker within the Perry Barr Police Custody Suite to enhance opportunities to reduce FTE.	HoS YOS	
		Ensure actions to support young people most at risk of offending and re-offending are embedded within Partnership Strategies including Children in Care and SEND.	YOS Management Board	
		Greater targeting of children and young people at greatest risk of exclusion, modelling a new approach through the Troubled Families funded Primary Schools pilot 'Wise 2' and the Secondary School Early Intervention Youth Fund initiative.	YOS Management Board	
		Continue to work with siblings of young people within the youth justice system and monitor their outcomes.	HoS YOS	
		Continue to support the implementation of the OPCC's Gangs Commission recommendations including the commissioning of intensive mentoring across the City and a broader community and faith offer for young people not in the formal youth justice system but at risk of gang affiliation and criminal exploitation.	HoS YOS	

		Agree and embed the exploitation screening tool to identify early all young people at risk of exploitation, knife related crime and gang affiliation.	AD YOS	
		Support the implementation of partnership strategies to reduce gang membership, criminal exploitation and knife related crime including awareness campaigns targeted at young people and families on the dangers of carrying knives and restorative approaches to help young people learn how to effectively resolve conflict.	AD YOS	
		Children's Trust and Partners to establish a Contextual Safeguarding Hub and broader arrangements for Vulnerable Adolescents who are being exploited to deliver effective interventions for young people, families and peers.	Chief Executive Children's Trust	
		Review and refresh protocol between West Midlands Police, Children's Trust to ensure CiC treated as a priority group.	YOS Management Board	
Reduce re-offending	Lower re-offending rates protect the public and increase young people's life chances.	Further develop and implement whole family working across the city under Birmingham's 'Think Family' approach to build resilience and achieve significant and sustained outcomes across the family.	AD YOS	Continue to reduce re-offending rates and maintain levels below the national average. Reduction in risk factors at end of intervention. Increase in protective factors to support desistance. Improved re-offending rates of young people at highest risk of offending cohorts including those leaving custody. Appropriate escalation takes place across
		Deliver high quality assessments and interventions and learn from feedback from young people, practice evaluations and inspections.	HoS YOS	
		Continue to work with social work, police and offender manager colleagues to share intelligence and actions that safeguard young people against extra-familial risks.	AD YOS	

		Ensure young people at the highest risk receive our most intensive interventions and risk management arrangements (Inc. ISS, ODOC/MAPPA) and that safeguarding processes are supporting young people at risk of exploitation.	HoS YOS	Youth Justice Partnership for any young people most at risk of re-offending who do not have access to partners' universal offers.
		Continue to support the commissioning of mentoring/experts by experience and ensure access to pathways to appropriate interventions including ETE and Accommodation.	HoS YOS	
		Increase capacity within our Information Management Team to identify gaps in services for all young people on Orders and analyse and respond to data gathered from the real time re-offending tracking tool.	HoS YOS	
		Review the impact from the introduction of speech and language therapy services to secure permanent offer.	YOS Management Board	
Reduce the use of custody.	A decrease in the use of custody should be a direct result of a reducing a young person's escalation through the Youth Justice System and/or a reduction in violent crime.	Continue to invest in the YOS Bail and Remand service to ensure that robust bail support packages are offered as an alternative to the use of custody where appropriate.	HoS YOS	Reduction in young people remanded and sentenced to custody. Reduction in serious youth violence.
		Ensure those identified as highest risk of re-offending receive intensive support, supervision and surveillance (ISS) and Integrated Offender Management to minimise risk.		Increase in identification of exploitation and referrals to National Referral Mechanism (NRM) to prevent criminalisation where appropriate.
		Continue to embed the multi-agency case formulation approach and integrated intervention planning to manage the risks and needs of those young people at most risk of causing harm to communities.		Successful completions of bail support packages. Successful completion of ISS programmes.
		Scrutinise breach cases to enable greater compliance.		Sentencer feedback on PSR's and 'alternative to custody' offers is good.

		Work collaboratively with the Youth Court Bench and Sentencers to ensure thorough understanding of exploitation and trauma, particularly relating to violence, knife crime, drug possession and car thefts to ensure greater intelligence on the drivers and appropriate partnership responses.	AD/HoS YOS	Reduction in the number of young people receiving custody through the breach of their Order to national comparator rates.
		Collaboration with Sentencers on the introduction of a Deferred Sentence Strategy.		
		Increase take up of non-secure accommodation, where appropriate, for purpose of PACE.		
		Work with Children's Trust colleagues to review the offer for young people at remand stage.		
Robust Safeguarding and Risk Management Processes.	Many of the young people involved in the YJS have been victims themselves and/or are vulnerable due to loss, mental health problems, and family violence. Majority committing very serious violence not known to the Youth Justice System	The Case Management Planning tool and Intervention Planning will continue to be embedded to support greater understanding of the lived experience of young people and their families.	HoS YOS	Reduced vulnerability and risk levels pre and post intervention amongst young people within the youth justice system. Quality Assurance feedback identifies more tailored assessments and improved outcomes for these cohorts. Improved sharing of information and intelligence to identify early those with significant safeguarding needs and offender management risks.
	Effective offender management and safeguarding arrangements protect the public and young people in the YJS.	Continue to support the development of the Contextual Safeguarding arrangements across the Children's Trust and Partners.	Director of Practice BCT	

		Continue to invest YOS resources into CASS (front door) to improve information sharing and joint planning. Cascade learning from review of serious incidents.	AD and HoS YOS	
		Work with the Practice Social Worker in the Children's Trust to improve the quality of practice highlighted from Practice Evaluations and YOS thematic audits.		
		Report and analyse the number and alignment of young people subject to Child in Need and Child Protection plans with Youth Justice planning arrangements.		
		Embed the <i>Birmingham Children's Collaborative Working Data Sharing Agreement</i> that has been developed and agreed between public sector partners to allow personal data to be shared between organisations for the purpose of safeguarding and promoting the welfare of children and young people and their families.	YOS Management Board	
Improve Youth Justice outcomes for BME young people.	Being subject of discrimination has an adverse impact on a young person's view of themselves and their outlook on life. This is compounded for those within the CJS who are more	YOS Management Board to review current partnership actions to reduce disproportionality, understanding the journey of black young men from childhood to entry into the Youth Justice system. YOS Board to support a broad review of the culture and practices of organisations to increase its responses to support these children and young people to achieve their full potential.		Percentage reduction in BME young people entering the YJS and receiving custodial sentences to below average BME population. Increase in number of black young men sustaining inclusion in education, training and employment. Less black young men at risk of gang

	likely to receive negative outcomes.	YOS to continue to lead and/or influence the commissioning of specialist interventions for young people at risk of gang affiliation and/or serious youth violence and support the OPCC to invest further in community and specialist based interventions.		affiliation and criminal exploitation.
Increase the number of young people in the youth justice system engaged in Education, Training and Employment.	Being in education, training or employment helps to build resilience in young people, thereby reducing the likelihood of them offending/reoffending.	Ensure all young people without full time access to education or not attending are referred into the triage arrangements and report regularly to the YOS Management Board on any themes or areas for the broader strategic partnership arrangements.	YOS Management Board	<p>Number of young people post-school age engaged in full time ETE at conclusion of order.</p> <p>Distance travelled (improved) measurements pre and post order.</p> <p>All young people in the Youth Justice system have appropriate provision and are supported to attend.</p> <p>YOS maintains its Youth Justice Board Kitemark award on SEND/EHC Plans.</p>
		Influence the Youth Promise Plus and PCC funding to ensure it continues to be targeted on those most at risk of offending and those within the youth justice system.	YOS Management Board	
		Align strategies and actions with those in the SEND inspection action plan, Virtual Head action plan for better outcomes for Children in Care and Sustaining Inclusion agenda.	YOS Management Board	

Resources and Value for money

Funding

The Youth Offending Service partnership's overall delegated funding for 2019/20 is £7,730,173.

For 2019/20, a 2% pay award is payable to all Birmingham Children's Trust staff. The Birmingham Children's Trust contribution for staffing includes an increase to fund this. However, there was no additional funding for the pay award for all grant funded posts. This has created a turnover (shortfall in the staffing budget) of £38,309 for the Service. In addition, there is also a further £290,681 turnover built into the 2019/20 staffing budgets.

For 2019/20 the Youth Justice Board grant allocation has now been confirmed. The 2019/2020 allocation is £1,897,691, a reduction of £18,039 compared with 2018/19.

Probation, Health and Police partners continue to second staff into the Service.

The Service continues to receive 'Think Family' funding of £646,862, as part of an Investment Agreement, to take on additional responsibilities related to whole family interventions and continuing engagement with families post the statutory order, where outcomes have yet to be met. This funding has continued at the same level as 2018/19. Whilst this has increased workloads, it provides significant opportunities to increase family resilience and improve outcomes. National funding for the Troubled Families programme is due to end March 2020, which will impact significantly on Family Support and YOS funding.

The Police and Crime Commissioner funding has been confirmed for 2019/20 at £275,000. The funding enables the Service to support restorative justice interventions, extended the Service's knife crime programmes and therapeutic work with young people engaged in harmful sexual behaviour. Some of the Police and Crime Commissioner funding is being used to develop the PEAK project which focusses on the siblings of known offenders in relation to knife crime.

The CAMHS Transformation Board continues to fund one post on a permanent basis to extend the Harmful Sexual Behaviour Team's work with young people who are autistic.

Partner	Staffing	Payments in Kind	Other Delegated Funds	Total
Birmingham Children's Trust	£3,348,958		£638,473	£3,987,431
Police	£322,000			£322,000
Police & Crime Commissioner	£275,000			£275,000
Probation	£168,791		£20,000	£188,791
Health	£253,327			£253,327
Youth Justice Board	£1,897,391		£300	£1,896,573
Other sources of funding	727,600		£78,333	£805,933
Total	£6,993,067		£737,106	£7,730,173

Maintaining funding levels is becoming an increasingly difficult challenge for the Service in the current economic climate. All statutory partners are facing funding cuts within their own organisations. At this point it is not clear what, if any, savings the Service may be required to deliver in the future.

Remands to Custody

The total funding from the Youth Justice Board and Birmingham Children's Trust for remands in 2019/20 is £1,035,311. The 2019/20 the HM Prison and Probation Service Remand Grant allocation been confirmed as £887,314

The total cost of remands for 2018/19 was £1,635,768, resulting in a year end overspend of £1,066,291.

For 2019/20 there has been a significant price increase in the cost of bed nights for remand placements across all three bed types. If during 2019/20 bed nights continue at the same level as 2018/19 this would result in an additional cost pressure of £883,675.

There continues to be increased usage in bed nights for Young Offender Institutes, Secure Training Centres and Secure Children's Homes and these are adding to the pressure on the remands budget. This, in turn, is having an impact on the overall budget of the Service. Since 2016/17 the total cost of remands has increased by 75%.

Remand funding Partner	Funding 2019/20	Funding 2018/19	Variance
Birmingham Children's Trust	£147,997	£147,997	£0
HM Prison and Probation Service Remand Grant	£887,314	£567,615	£319,699
Total Remands	£1,035,311	£715,612	£319,612

Establishment type	2018/19: Cost of bed nights	2017/18: Cost of bed nights	Difference in cost of bed nights from 2017/18 to 2018/19
Secure Children's Home	£269,469	£172,387	£97,082
Secure Training Centre	£602,738	£668,928	(£66,190)
Youth Offending Institute	£763,560	£739,707	£23,853
Overall	£1,635,768	£1,581,022	£54,745

The 2019/20 forecast on direct remand expenditure, based on analysis of April 2019 data and a rolling average for the remaining eleven months of the financial year, is £1,928,019. This is an increase of £292,251 compared with 2018/19 predominantly due to the price increase. The Service is currently holding six front line posts, focused on targeted prevention work, vacant as a mitigation measure in response to this budgetary pressure.

Value for money

The YOS Management Board is overseeing the allocations for 2018/19 on behalf of the Chief Executive, in order to continue to deliver effective services to meet statutory responsibilities. Staffing costs make up a significant part of the YOS budget from statutory partner funding:

- Birmingham Children's Trust (BCT), Probation and the Youth Justice Board (YJB) contributions fund the statutory duties of the Service including: court officers, social workers, YOT officers and Probation Officers who risk assess, write court and Referral Order reports and carry out statutory interventions and enforcement activity with young people subject to court orders. This joint funding also funds specialist project staff required to provide statutory interventions and meet National Standards.
- The YOS business support is provided through the Professional Support Service (PSS). Funding for 2018/19 is £439,270 and this is included in the BCT line. Birmingham Children's Trust also funds a statutory Appropriate Adult service including out of hours provision.
- Birmingham Children's Trust and the YJB Grant funds the Harmful Sexual Behaviour team, which works with young people from 6 years to 17 years, their parents and guardians, to reduce their risk to others and to themselves. This service has received additional funding of £60,000 from the Clinical Commissioning Group (CCG) via Forward Thinking Birmingham and a further £59,077 which will be ensuring that the team can continue to meet the needs of this particularly vulnerable cohort of children. This additional funding is also being used to increase psychological assessments and interventions and develop services in relation to work with young people with learning difficulties.
- Police funding contributions enable the secondment of Youth Crime Officers who contribute significantly to offender management and support intelligence to reduce re-offending and identify and respond to vulnerability i.e. child exploitation or trafficking issues. Contributions also support the pooled management arrangements.
- Health contributions fund the secondment of clinical nurse specialists and access to psychiatry and educational psychology consultations. This ensures enhanced pathways to mental health screening and interventions for young people to reduce their risk of harm to others and to themselves i.e. self-harm. It also funds towards Multi Systemic Therapy provision.
- Birmingham, as a result of its size, has higher numbers of young people involved in the youth justice system or at risk of entering it. The Police and Crime Board therefore support a package of interventions that provide additional support to these children and young people. These interventions provide evidence-based support including young people not yet in the formal youth justice system. The interventions are commissioned or delivered by the Birmingham Youth Offending Service. This funding does not fund posts delivering the statutory YOS functions.

Training, Learning and Development

The focus in 2018/19 has been on consolidating practice using the combined assessment and planning tools of 'ASSET Plus' and the 'Early Help Assessment' to provide a more holistic planning provision to young people and their families

2018 saw the introduction of the Case Management Plus system which responded to the increasing number of young people who experience mental health difficulties as a result of trauma and other adverse childhood experiences who do not meet the criteria for mental health services as they do not have a diagnosable mental illness. In order to address this gap in service provision, YOS staff have been given training to help them understand and respond to the

psychological needs of these young people, with a view to developing the evidence base for the interventions that the service can deliver. Young people who do meet the threshold for mental health services receive specialist assessments and interventions from the Service's Forward Thinking Birmingham staff.

YOS staff have continued to access the training on all aspects of safeguarding and there is a continued commitment to all staff enlisting on the rolling programme of 'Level 4; Working with complex families'.

Parenting workers are currently working across teams to provide PACT groups for parents to enhance the skills and confidence of parents who struggle to maintain healthy relationships with their children. Additional training for staff in the PACT programme is being provided as part of the Trust's Learning and Development program. Parenting workers are also providing training for all staff to assist in their work with parents. This is being done with the assistance of the 'Triple P Tip sheets' which are designed to provide guidance to both staff and parents on the resolution of problems within the home environment.

The Head of Service and several of the YOS managers have completed the 'Systemic Supervision' training rolled out across Birmingham Children's Trust. Plans to support all managers to receive this or similar training and development are being pursued. This will ensure all YOS Managers work systemically and embed reflective supervision across the Service.

Case file audits

There was rolling programme of evaluations across the service that started in December 2018. Prior to each group of evaluators going into a team there was a short briefing session to ensure that evaluators are familiar with the process, the tools and the standards required.

The practice evaluation process was implemented to prepare the service for any forthcoming inspection by HMIP and to analyse and raise practice standards by providing the opportunity to reflect on practice and measure the effectiveness of the work and intervention for both young people and their families. It is recognised that by adopting a reflective format this gives give the opportunity for learning and reinforces a more consistent approach which challenges complacency whilst at the same time further embedding a culture of continuous improvement.

In preparation for the practice evaluation, work had been undertaken to assess new and emerging information from both HMIP and the YJB in relation to desistance and trauma in order to provide underlying structures for the process (Trauma Recovery Model, Reflective Discussion and Audit Framework, and HMIP: Young People and Desistance, May 2016)

The Children's Trust Practice Evaluation Tool was utilised in order to provide a focus on outcomes and the quality of practice. Managers and practitioners from across the service were involved in peer auditing and practice evaluations were completed collaboratively between the evaluator and the case holder. Evaluations included feedback from parents and/or young people in receipt of services and also from the agencies we work with as partners.

Summary

- Areas of Strength
 - Assessments and Pre-sentence Reports were generally of a good quality.
 - Workers generally had a clear oversight of their cases and there was strong evidence that Risks of Re-offending, ROSH and Safety and Wellbeing were appropriately assessed.
 - There was some good evidence of multi-agency working and appropriate recording
- Areas for Improvement
 - Transitions from worker to worker were not always well structured or formalised
 - The recent loss of workers in some teams had resulted in managers managing cases
 - Transitions to other agencies e.g. Probation, were lengthy and appeared unstructured
 - The 'voice of the child' was not always evident, as ASSET Plus self-assessments and Viewpoint assessments were not regularly completed.
 - Planning in most cases was not of a good standard with 'Start' and 'Targets' dates missing or out of date. Similarly, plans had not been updated at Review stages or where there had been significant changes for the young person

Outcomes since the practice evaluations:

- The quality and timeliness of assessments has improved.
- The issues regarding transitions are being addressed.
- The implementation of Case Management Plus has improved thinking around targets and the thought that goes into planning.
- The weekly data reports and monthly performance meetings has assisted with keeping the service focussed.
- Recruitment has taken place to address the case manager vacancies in teams.

Risks to future delivery

Service Objective	Risk Description	Controls to manage Risk
<p>Prevent children and young people from entering the criminal justice system.</p>	<p>Further reduction in targeted prevention funding will have an impact on outcomes; in particular this will lead to an increase in First Time Entrants (FTE).</p> <p>An increase in risk and vulnerability related to serious youth violence e.g. Knife crime and gang related activity, including criminal exploitation, will lead to an increase in First Time Entrants and subsequently an increase in the levels of enhanced interventions required to respond to these needs.</p>	<p>The YOS Board monitors trends in FTEs on a quarterly basis to establish any themes for increased partnership working.</p> <p>Work collaboratively with schools and relevant partners to reduce exclusions and identify those young people most at risk of entering the Youth Justice System</p> <p>Good partnership working increases the Early Help offer to effectively target evidence-based interventions for those children in need and most at risk of offending.</p> <p>Police partnership to review the triaging of out of court disposals to identify and ensure that all opportunities to divert young people from the criminal justice system are pursued.</p> <p>YOS will continue to support the 'Think Family' Programme, encouraging Schools, Partners and Districts to identify families who meet the criteria and would benefit from early support.</p> <p>YOS to continue to work with its partners to develop contextual safeguarding arrangements to effectively respond to extra-familial risk, including the provision of a broad and diverse partnership offer in relation to interventions, including disruption measures, for those young people impacted.</p> <p>The Police and Crime Gangs Commission is commissioning additional interventions including mentoring and mediation to reduce the young people most at risk of exclusions, gang affiliation and criminal exploitation</p>

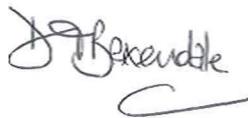


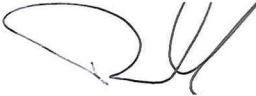




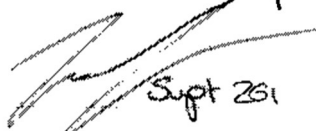
Service Objective	Risk Description	Controls to manage Risk
Ensure children and young people are protected from harm and are helped to achieve.	<p>The poor economic outlook impacts on education and employment opportunities for young people.</p> <p>Risk that HMI inspection takes place in 2019 and there is a negative outcome owing to budgetary pressures impacting on front line services and the inability to effectively target resources at preventative services.</p>	<p>Increased safeguarding arrangements for those young people with extra-familial risks to ensure robust protection to reduce exploitation and additional support for them and their families.</p> <p>Improved partnership working with Children's Social Care and Family Support Services will reduce the negative impact on young people's lives and ensure that support is given to families to be successful and achieve.</p> <p>Vulnerability management plans are reviewed regularly and YOS Board take action to collectively support young people.</p> <p>Continued focus on practice improvement and quality assurance through regular audits and practice evaluations, ensuring that evidence based practice is promoted and implemented across the Service</p>

Service Objective	Risk Description	Controls to manage Risk
<p>Reduce Re-offending by children and young people under the age of 18.</p>	<p>Reductions in funding will have a negative impact on outcomes.</p> <p>Reduction/instability in ETE team resources is likely to have an effect on the educational attainment of young people at risk of re-offending, thereby increasing the risk of re-offending.</p>	<p>YOS Board will continue to monitor outcomes data and ensure targeting and quality of work to reduce re-offending is robust by YOS and broader Partnership.</p> <p>YOS board to review and monitor the recidivism levels of young people exiting custody in order to identify and implement strategies to encourage desistence.</p> <p>New practice evaluation arrangements are implemented to support quality assessments and interventions across the service to reduce risks and vulnerabilities and increase effective interventions across the partnership.</p> <p>YOS identify all young people not in full time education or suitable provision and refer into the newly established Education/Trust triage and Panel arrangements to put in place education provision that will support resilience. YOS Board to review any themes that are barriers to ETE engagement</p> <p>Youth Employment mentors are funded by the Youth Promise Plus Programme to support post-16's into training and employment. This will increase the number of successful destinations, build resilience, thereby reducing the risk of re-offending</p> <p>YOS Board to review the reduced education hours for any young person within the Youth Justice System</p> <p>YOS to maintain its focus on identifying funding to support the engagement of young offenders in education, training and employment.</p>

Service Objective	Risk Description	Controls to manage Risk
Minimise the use of Remand and Custody for children and young people.	<p>Low level use of remand and custody is not maintained. Remand costs is dependent on a number of factors outside of the control of the YOS, Inc. the nature and serious of the offence and sentencing practices of the Courts.</p> <p>An increase in gang activity and serious violence will increase the number of remands to custody</p>	<p>Service will maintain close liaison with sentencers in relation to sentencing options and the availability of YOS programmes and services and increase understanding of contextual safeguarding and extra-familial risks including exploitation.</p> <p>YOS Management Team reviews use of custody cases to identify partnership learning.</p> <p>Continued partnership work with Children's Services will minimise the impact, including enhancing the provision of alternatives to remand and custody.</p> <p>The YOS Board's continued work with its Community Safety Partners to address gangs and serious organised crime and to identify further opportunities for this to be supported by the community and 3rd sector interventions will mitigate the risks associated with this activity.</p> <p>'Think Family' interventions will provide enhanced support to complex family issues.</p>
To improve victim satisfaction and public confidence.	<p>Service and partners fail to learn from a serious incident.</p> <p>Reduced Public Protection.</p>	<p>Ensure lessons from serious incidents are shared with partners to increase preventative work and continue to be integrated into practice improvements in conjunction with relevant partners.</p> <p>YOS and partners' actions to learn lessons from serious incidents are monitored for completion at the YOS Management Board.</p>
Reduced YOS funding across a range of statutory and non-statutory partners	<p>Funding streams from statutory partners are reduced in line with partner savings. The Service fails to meet its investment agreement for 'Think Family' and the funding is reduced. There is a cumulative effect from reductions.</p>	<p>Ensure that contributions are targeted effectively to key priority areas and continue to demonstrate good outcomes and best value to all partners and funders.</p> <p>YOS board to identify opportunities to generate income through funding bids that support its aims and objectives. The Youth Offending Service Management Board monitors the impact of any reductions in savings.</p>

Service Objective	Risk Description	Controls to manage Risk
Increase in complexity of case loads	<p>Overall risk and complexity of cases managed by the Service is heightened leading to increase in offending and risks to the public, increase in vulnerability issues including self-harm and poorer outcomes.</p> <p>Lack of effective transition arrangements between the YOS and the National Probation Service/Community Rehabilitation Company resulting in increased workload in the YOS.</p>	<p>Additional training and development is carried out across the service. Continued roll-out and embedding of the Case Management Plus Programme across the Service</p> <p>Work collaboratively with the Office of the Police and Crime Commissioner to provide effective approaches and interventions to reduce serious youth crime</p> <p>YOS will continue to review its evidence-based programmes for the 'Early Help' offer to ensure young people and families' access available interventions delivered or commissioned by the Service and through partners.</p> <p>Robust actions are taken between YOS and National Probation Service/Community Rehabilitation Company to transfer case responsibilities in a timely manner and support the development of the 18-25 year olds transition service within CRC.</p>

Approval and sign off

Senior partner name	Role	Signature	Date
Dawn Baxendale	Chair of Community Safety Partnership Chief Executive, Birmingham City Council		13/06/2019
Councillor John Cotton	Chair YOS Management Board Cabinet Member for Social Inclusion, Community Safety and Equalities.		17/06/2019
Neil Appleby	Head of Probation, Birmingham, National Probation Service		12/06/2019
Dr Tim O'Neill	Director for Education and Skills, Birmingham City Council.		12/06/2019
Councillor Kate Booth	Cabinet Member for Children's Wellbeing		13/06/2019
Andy Couldrick	Chief Executive, Birmingham Children's Trust		12/06/2019
Dawn Roberts	Assistant Director, Early Help, Family Support and Youth Justice		12/06/2019
Carol McCauley-Kiernan	NHS Birmingham and Solihull Clinical Commissioning Group		12/06/2019
Tom Joyce	Superintendent, Neighbourhood Policing West Midlands Police	 Supt 261	12/06/2019

Appendix 1: Working with children, young people and their families

Restorative Practice

The Role of the Restorative Practice workers is to make contact with victims in order that their views and wishes can be taken into consideration. This takes place, where possible, prior to the offender being sentenced, utilising the Police system of PENYs.

Working within the guidelines laid out by the Restorative Justice Council, workers make contact with some of the most complex and traumatic cases, offering support and signposting onto a variety of community-based services. Young victims are able to access some of the structured leisure activities and emotional and mental health support only previously offered to young people who have offended. The Service has dedicated Restorative Practice workers who contact all relevant victims and offer engagement in shuttle or direct face to face mediation.

Reparation

The Service offers a variety of reparation schemes which are designed to allow offenders to 'payback' to the victims and the community whilst acquiring skills and experience to enhance training and employment opportunities.

- Graffiti removal: The Service works in tandem with City Council provision and young people remove graffiti from public areas, parks and buildings
- Ring and Ride: Young people attend at the local garage and clean some of the contracted vehicles that provide transport for older people and those with mobility issues.
- Allotments: Young people are instructed in the growing of vegetables and the produce is donated to local food banks.
- Safer Travel: The Service works closely with Centro and National Express to make young people who commit crimes on the buses and trains more aware of the effect of their actions. Young people undertake victim awareness sessions and attend the National Express garage where they clean buses and remove graffiti from bus stands.

Working closely with the Canal and River Trust the YOS had adopted a section of the grand Union canal and works to clean and maintain this stretch of canal. Group work activities include, Graffiti removal and repainting of bridges, locks and other structures, removal of litter and detritus from the water and the towpath and the cutting back of vegetation.

T was the victim of a very serious assault with a weapon, resulting in life changing injuries. He was referred to the Restorative Practice worker (RPW) when a young person was charged by Police. The family explained that T had been very outgoing, working at a local youth centre, but since had not left his bedroom. T was reluctant at first to speak to the RPW, but over time and after building up a positive relationship, he was supported to provide evidence at his perpetrators trial. This resulted in the perpetrator receiving a four year custodial sentence. Due to the impact this offence had upon his confidence, self-esteem and sense of his own safety, T left school with no qualifications, was not socialising and was continuing to isolate himself from friends, family and the community, which was deeply upsetting for his family.

The RPW continued to meet with T and after liaison with the Department for Work and Pensions, provided a range of opportunities, including one which involved some intensive training in another area, later resulting in the offer of a full time position and is now a fully qualified zip wire instructor. I time This was a substantial achievement and came after support and encouragement from T's family and professionals around him. With his first month's wages, T purchased gifts for his mother and his sisters.

For those young people unable to adapt to the group work or the physical nature of the work on the canals, alternative placements are found in local charity shops. Despite the nature of their Court order, young people are invited to apply as volunteers at the charity shops with the hope that they will continue to volunteer after their statutory hours are complete.

Anti-Social Behaviour

The Youth Offending Service's Anti-Social Behaviour (ASB) Support Team is a city-wide service with a small staff team providing support across the five area teams. The team works with young people aged between 10-17 years subject to an ASB sanction, including an early warning letter, and Acceptable Behaviour Contracts (ABC) and to support the positive requirements for Civil Injunction and Criminal Behaviour Order (CBO) that are commonly used by West Midlands Police and BCC Housing.

The team deliver appropriate support in order to tackle the underlying causes contributing to the behaviour and help the young person and their family to make the necessary changes to their behaviour to avoid legal action.

The Team has close working relationships with the West Midlands Police Neighbourhood Teams (NHT's) to provide advice and guidance on when an application should be considered.

The team have taken on the responsibility of co-ordinating and participating in the legally required consultation meetings, ensuring that all relevant professionals involved with the young person are present. This has resulted in more appropriate CBO applications being submitted to the Crime Prosecution Service (CPS), as the views of the Youth Offending Service are evidenced, whether we agree or disagree with the application.

In cases where there is a clear disagreement, the team will submit a recommendation for alternative arrangements to deal with the young person's anti-social behaviour which have been better received by the courts. Over the fiscal year, the team have received 104 referrals, which include 83 warning letters, 6PSPO breaches and 14 ABCs, 5 of which have escalated into Civil Injunctions. 1 Criminal Behaviour order was discussed by the Service was unwilling to support that application given the evidence presented by the Police and agreed that alternative arrangements would be sufficient to deal with the behaviour in this case.

S came to the attention of the Police as part of a small group for being involved in anti-social behaviour which included being a member of a large group intimidating local residents and using threatening words and behaviour.

S was issued with a First Warning letter in March 2018, identified as a priority and he and his family agreed engage with the ASB worker on an Early Help Assessment and interventions that would lead to more positive behaviours

In order to meet S's needs, it was agreed with his school that sessions would take place in school on a weekly basis. SP engaged very well, and a positive relationship was built. S's behaviour at school also improved supported by good liaison between the ASB worker and his teachers. S was encouraged to attend church with his parents which has allowed him to pursue friendships outside of his pro-ASB peer group.

Over the last 10 months there has been no further ASB sanctions.

Education, training and employment

The engagement of young offenders into positive education, training and employment is an integral protective factor to reduce re-offending and is a priority objective for the Service.

The YOS ETE Engagement strategy continues to use at its core the deployment of dedicated ETE mentors into the YOTs. In addition, in response to the need for more vocational provision, we have built upon this foundation of mentoring support, to also create access to a variety of enhanced curriculum

opportunities. This enhanced curriculum provides vocational training opportunities and mentoring provision based around their interests, to help secure their re-engagement. This is provided by credible mentors, either on a one to one basis or in small nurture groups.

Dedicated ETE mentoring support

Following the ending of Education Social Work and Careers Officer roles in the YOS funded by BCC, the YOS has sought alternative funding arrangements to continue this vital work. The YOS was able to secure seamless continued mentoring support for our Post 16 NEET cohort throughout 2018-19, despite phase one of the YEI Youth Promise Plus Project finishing on 31st July 2018. This continued mentoring was possible as a result of funding support both from the City & Guilds Foundation, and the West Midlands Police and Crime Commissioner. The C&G foundation funding will continue for another 2 years and this, combined with Phase 2 of YPP due to start in May 2019, will ensure Post 16 NEET support in the YOTs until 2021. In addition the YOS continue to fund Change Grow Live (CGL previously known as Sova) to provide Education Engagement mentors to support school age young people who are disengaged from education.

Following a YOS assessment there is evidence of high numbers of young people disengaged from their academic GCSE focused education provision. We have a disproportionately high number of young people with Education Health and Care plans, and an ever increasing number, who due to sporadic or non-attendance, have not had their SEN needs identified. In addition, we have a high number of young people with very complex needs who have been permanently excluded but are not successfully transitioning into the Pupil Referral Unit (PRU) offer. The PRU offer has become more academically focused in the last year, which unfortunately has resulted in some young people, who might have successfully engaged in vocational learning opportunities, struggling to engage in their learning offer.

K was referred to CGL mentor Laura, as he was NEET. K had thoughts of self-harm, lacked motivation and was dependant on cannabis. Initially K, rarely spoke and refused to make eye contact. As Laura supported K to create a CV, he found it difficult, to come up with positive attributes about himself. With persistence and praise, he completed his CV. K was supported to create a new email address, and shortly after he began to apply for work opportunities. A referral was made to the Music Studio Project, to support K to build upon his resilience. The change in K was amazing, he smiled, and interacted with staff, going as far as saying it was 'good'. A short while after K, received some good news. He been successful in a job as a Warehouse Operative.

He is now more outspoken and confident in his own abilities. He smokes less cannabis and is also a working man!

Innovative Interventions and Enhanced Curriculum

The YOS continues to use innovative strategies to support young people who are at risk of exclusion from mainstream ETE. Further to our pilot last year The Children's Trust managed to secure external funding from the National Foundation for Youth Music. This provides a Music based enhanced curriculum delivered from a professional recording studio. In addition to the YOT NEET cohort, the sessions are also available to the PRUs, SEMH Special schools and for Children in Care and Care Leavers. This is enabling young people who are struggling with education or disengaged, to be offered this opportunity, incorporated as part of their curriculum, to act as a stimulus for positive re-engagement with education.

The YOS continues to fund the **One to One Basic Skills Tutor**, with the option to combine this with Boxing sessions where it will aid successful engagement. The **Romanian Romany Mentors** also continue to offer crucial support for our Roma young people and their families, who often need more enhanced

support. The YOS has also continued to commission Entrepreneurial courses funded by the OPCC to capture the entrepreneurial spirit of many of our young people. These courses were delivered by credible Entrepreneurs at the YOT venues.

Another major resource has been the successful Early Intervention Youth Fund (EIYF) bid secured by the OPCC that started in February 2019. This EIYF provision is for young people identified as at risk of disengagement / exclusion, where there are concerns of Child Criminal Exploitation and / or potential for committing serious youth violence offences. The Provision provides the offer of a Mentor that can deliver an Enhanced Curriculum activity incorporated into their school offer.

The EIYF Provision is designed to raise young people's aspirations through them positively engaging in vocational and interest based developmental activity developing their skills and building upon a 'strengths based' approach. The aim is for this provision to act as a catalyst to re-engage those who are school refusers, and to create fresh positive attitudes to learning, for those who are challenging at school. Through this raised self-esteem and increased ambition from the mentoring and provision, we hope to also strengthen their resilience to deter from offending.

However, the EIYF can only provide this offer for one day a week and so for those that are really struggling with the academic curriculum it is not the full solution. For many of our young people access to good quality vocational alternative provision is a great opportunity in which they can thrive and develop their skills for employment. But this is not affordable for schools to offer to the extent it is needed. For the many young people within the YOS that are not suited to the academic mainstream offer, the option of vocationally based AP education, alongside functional skills education, can be a very positive solution. These pupils will often go on to achieve vocational qualifications and could potentially then move into apprenticeship employment. The benefit of embracing Vocational AP, will be a reduction in offending due to increased engagement in education. It will also reduce the level of permanent exclusions because of schools having viable alternative options that they feel confident to use.

Post 16 NEET

The landscape of Post 16 ETE opportunities for our young people with SEN, and for our more challenging young people is a concern. The decreasing number of Work Based Learning Providers in Birmingham is continuing to create a problem. Traditionally these have been a good plausible option for school leavers who struggled at school and would struggle with the FE College route. It is often the case that our cohort thrive better with smaller niche providers, locally based, that can work with our more challenging young people, where they can adapt more easily to tailor to their SEN and general support needs.

It is hoped that in 2019-20 the Education Skills Funding Agency is able to commission new additional Work Based Post 16 Provision for Birmingham or can increase the funding and capacity of the FE Colleges. The colleges would then need to design a model of delivery that can offer provision in a way that will engage the more disaffected cohorts, who traditionally would not succeed in the FE environment.

In addition, the Service will look to work in partnership with Providers and / or explore possible funding streams to be able to commission short "Vocational Employment Preparation" courses. These would be designed as first step re-engagement initiatives for those that need a more supportive route way into ETE Engagement. To be attractive these must have clear linkages with employment sectors to provide the 'hook'. This would need to be delivered by credible and highly supportive staff, in order to create the conducive environment that our young people will need, if they are able to access this and thrive.

SEN Support

The collaborative work with Birmingham SENAR continues to support the Priorities of the SEND Code of Practice. In particular the regular meetings and information sharing between YOS and SENAR, to monitor the education provision for those in Custody, continues to be an example of good practice. Birmingham YOS was one of a few YOT's awarded the YJB SEND Kitemark in 2018.

The Service also continues to support the work of the **SEMH Pathfinder Project** (Pathfinders) seconding a specialist YOT worker to lead this project overseen by the Head of the City of Birmingham School. Pathfinders provides specialist multi-agency support to children and their families in high-deprivation Birmingham Schools to enhance engagement with education and complement the early help offer.

Pathfinder workers identify children and families, within the Pathfinder schools, that have needs that require in depth support. Through the development of strong trusted relationships with those families, they provide a range of interventions to address their complex needs including; mental health, bespoke education offer, substance misuse treatment, debt advice and employment support. The Pathfinders innovative model is designed so that the Pathfinder staff work alongside the families, and in consultation with them, so that they can help shape the interventions they receive. The support is provided through the release of specially trained school based staff, and the offer is provided to the families over the duration of the young person's school lifetime, so will often be in place for several years.

Substance Misuse

Cannabis and alcohol are the main substances used by young people seeking support in Birmingham. Reported use Class A substance users presenting for treatment are low. Since the Psychoactive Substances Act in 2016, there has been a reduction in the amount of people reporting use of NPS (Novel Psychoactive Substances, previously known as 'legal highs') These include substance such as synthetic cannabinoids including 'Mamba' and 'Spice'. Since the NPS Bill was passed in 2016, these substances have become illegal to take, possess, supply, sell or give away. There have also been presentations by people seeking support for volatile substance use such as aerosols and nitrous oxide.

'Aquarius' provides the substance misuse provision for the Service and a named substance misuse worker is provided for each of the five area teams across Birmingham. These workers also attend risk and vulnerability panels and contribute towards the Service-led intervention plans. In addition to individual sessions, 'Aquarius' also provides interactive group-work sessions, designed to help engage young people in structured treatment and ensure harm reduction and safe practices information. We are able to link with other organisations which provide housing support, sexual health advice and support and homelessness advice and intervention.

The total number of referrals to 'Aquarius' in 2018/19 was 592, with 146 of these being from YOT. There were a variety of appointments offered, including young people receiving brief interventions (some on more than one occasion) and some more structured and intensive treatments, in keeping with a working model which has included a higher level of community outreach provision. The Youth Offending Service is the highest referrer into these services.

"County Lines" is the term for organised criminal distribution of drugs from the big cities into smaller towns and rural areas. These practices can often include using children and vulnerable people. Although cannabis is occasionally linked to the "County Lines" organisations, it is often harder drugs that provide the focus: heroin, cocaine, and amphetamines. Aquarius is working collaboratively with YOS and other agencies to identify and deter young people

attracted to or exploited by these activities. We continue to work in partnership with other organisations so that a multi-disciplinary approach to support can be provided to young people in service.

The outcomes star data obtained from the YOT Teams across Birmingham show that in general, across the whole of the dataset that there is a marked improved change in the presentation of YP's who attend for sessions with Aquarius workers. Young people in treatment are supported to evaluate self-measured scores across a variety of categories and a baseline is taken on commencement of treatment. A review outcomes star is taken at the median point of treatment and then again on treatment review exit to highlight areas where support may still be required, or to reflect on improvements. The categories where outcomes data is measured aim to obtain a projection of general progress in all areas of the young person's life which include alcohol, physical health, use of time, social networks, drugs, emotional health, offending, accommodation, money and family and relationships.

Across the five YOT teams in Birmingham, there is positive marked change across all of the categories where outcomes data has been recorded. The raw data obtained across reporting shows the number of clients assessed, the treatment start average score against the latest review average score, and the average change. Across all of the data reviewed across all of the teams, the starting treatment average score was 7.2, with this being compared against the latest review average score being 7.8. This shows an average positive change of 0.6 across all categories amongst all young people who completed baseline and review outcomes. This means that on average, there was a positive change for all 403 young people who engaged in treatment support with Aquarius staff within the YOT teams across Birmingham.

Child and Adolescent Mental Health

Forward Thinking Birmingham (FTB) in partnership with the Voluntary Sector, Beacon, The Children's Society and Priory has a range of Child and Adolescent Mental Health Services ranging from the age 0-25, that aim to support children, young people and young adults who are experiencing emotional and mental health problems. Children and young people's mental health disorders affect 10-20% of children and young people. Common mental health disorders and difficulties encountered during childhood and the teenage years include:

- ADHD (Attention Deficit Hyperactivity Disorder);
- Autistic spectrum condition (ASC);
- Emotional and behavioural problems;
- Conduct Disorder;
- PTSD (Post-Traumatic Stress Disorder);
- OCD (Obsessive Compulsive Disorder);
- Depression; Eating Disorders; Bullying; Anxiety.

F was placed on an order for assaults on staff within an out of area residential home. When F returned to Birmingham aged 17 years, a referral was made to YOS FTB staff and engaged well. F was diagnosed with a borderline personality disorder but engaged well in individual sessions of Dialectical Behaviour Therapy and used these skills to better regulate ongoing behaviour.

F successfully completed the court order. There is no current self-harm, low risk of suicide; relationships with peers are going well. The FTB Service is now facilitating the transfer the case to an adult CMHT team.

FTB have a dedicated team of clinical staff working within the Youth Offending Service who work alongside staff to offer screening, identification and treatment of mental health difficulties of young offenders aimed at reducing the range of risk factors that can cause young offenders to be more at risk of

emotional and developmental problems. By building an individual's resilience, improvements are seen in their ability to cope with situations that may lead to offending.

FTB aims to improve the mental health and emotional well-being of children, young people and their families and to improve the level of knowledge and awareness of mental health issues among the wider staff group.

The Clinical Nurse Specialist posts reflect the specialised clinical qualification in the domain of Child and Adolescent Mental Health. Whilst not essential, post holders have specialist training in dedicated therapeutic approaches to intervention, assessment of complex mental health need and advanced skills in multi-disciplinary working. This role includes the assessment, clinical formulation and delivery of interventions to meet complex mental health needs.

Staff within the Service have been trained alongside the specialist clinical staff in the use of SAVRY (Structured Assessment of Violence Risk in Youth) and in DBT (Dialectic Behavioural Therapy) which can assist in the treatment of those with suicidal tendencies and those who have experienced deep trauma in their past. They also offer cognitive behaviour therapy, brief solution focused therapy, family work and neuro developmental interventions.

The clinical staff provide a core set of skills which means that they can accommodate all emergencies regardless of who is available for the assessment and are able to work flexibly to meet the needs of the young person.

Current on-going caseloads are approximately 150 across FTB YOS staff. This includes one of the staff members being a non-medical prescriber. 85 cases are currently under a prescriber being treated for ADHD and ASD, with a small proportion being treated for co-morbid psychiatric conditions, mainly depression or mood dysregulation. Over 65% of the cases are neuro-developmental - mainly ADHD and ASC.

The case study highlights key strengths:

1. Immediate mental health assessment with case worker having the ability to co-ordinate support for assessment in the form of additional staff members
2. Ability, with parental consent to identify vulnerability to local police via YCO as this young person was leaving the family home unsupervised and was acting erratically so vulnerability was the focus not criminal arrest when encountered.
3. Referral to Early intervention team and access to place of safety.
4. Electronic record system in FTB allowed via mobile access to record details of need clearly for all health teams.
5. Youth Offending Case worker able to highlight signs and symptoms of acute change in mental state to request urgent assessment

FTB continues to work closely with the Youth Offending Service to ensure that all young people have access to mental health support and interventions in line with the NICE guidelines (National Institute of Clinical Excellence) and aligned to the needs to the client group they support.

Harmful Sexual Behaviour Team

The Harmful Sexual Behaviour Team (formerly the Sexually Harmful Behaviour Team) is a small but key safeguarding team hosted and funded through the Youth Offending Service, Community Safety Partnership and Clinical Commissioning groups that undertakes risk assessment and therapeutic intervention to prevent and reduce harmful sexual behaviour in partnership with key agencies including Children's Services, Youth Offending Services, Police, CPS and schools. The service works with young people from 7-17 years either on a voluntary or statutory basis. Between April 2018-March 2019 the Team worked with 171 young people with an average team caseload of approximately 65.

In addition, the team continues to provide advice and support to other professionals. The name of the team has recently changed to the Harmful Sexual Behaviour team to reflect current research and practice and to encompass both sexually abusive behaviour and sexually problematic or concerning behaviour.

Referral Source	Number
Children's Services	52
Education	31
Police	11
Primary Health	1
Community Mental Health Service	2
Youth Offending Service	7
Total	104

D was referred to HSB after an allegation of a contact sexual offence against a sibling. An AIM2 assessment was completed, which identified bereavement and social isolation as contributory factors to the offending behaviours. It became apparent that D's mother was also overwhelmed by her own grief, her caring responsibilities and maintaining her employment as the sole earner in the family. D withdrew and became socially isolated, watching pornography to distract him from his loneliness and distress.

HSB have worked closely with D, his mother, his school and safeguarding teams to support D to discuss his losses; ensure that any risk is assessed and managed at home via a safety plan and this is monitored; education work to ensure that D has an appropriate understanding around sex and the law and build sufficient confidence to resume social activities. D joined the cadets, started a gym programme with a friend and his school attainment has moved from 'needs to improve' to 'good.' D's mother attends HSB appointments, help her understand the reasons for D's harmful sexual behaviour and strategies to reduce his risk of future offending. The HSB intervention has also helped to repair the relationship between D and his mother. There have been no further offences.

Children and young people who sexually abuse usually exhibit common life experiences and individual traits that contribute to development and future behaviour. Early intervention and therapeutic work can target these areas and promote change in family systems and the behaviour of children. Families and carers are essential to this work and are actively engaged throughout HSB interventions. Protection of victims is comprehensively assessed at all stages. The team also provides training and consultancy to other professional agencies and carries out preventative work in schools in order to promote appropriate behaviour.

What is very apparent from the numbers and sources of referrals, that the team is placed within the correct space to work with those young people to avoid unnecessary criminalisation of children and young people when an educative programme and family support can be put in place prior to the young person reaching court and statutory interventions. The team has representation at the Multi-Agency Safeguarding Hub (MASH) and Multi-Agency Sexual Exploitation (MASE) meetings within social care areas, to advice on matters related to Harmful Sexual Behaviour and coordinate referral responses where appropriate. Over the past 12 months the team has continued to develop partnership working with other key agencies and has provided training to a number of education providers in relation to managing harmful sexual behaviour. Furthermore, the team has worked in partnership with Children's Services and Educational Psychology Services to

develop guidelines for education providers on responding to harmful sexual behaviour in schools. The team has very strong links with Umbrella sexual health services and has delivered training to the wider YOS and partnership around sexual health and relationships.

In 2017, the team gained additional capacity funded from NHS commissioners to increase specialist staff within the team for children and young people on the autistic spectrum and those with learning difficulties and the team now has a specialist Autism worker and a Practising Psychologist in post. This has enhanced assessment within the team and supported case formulation. These staff also provide training and consultancy to the whole Youth Offending Service and the Autism Worker facilitates a rolling programme of Cygnet Training to families. The availability of this provision ensures that the service is able to identify and respond to the individual needs of each young person.

Female Gender Specific Programme

The Female Gender Specific Programme (FGSP) is a city wide programme, funded by the YJB and OPCC, within Birmingham Youth Offending Service supported by two members of staff delivering interventions for young women aged 12-18 years, open to the Service on Youth Cautions, Referral Orders, Youth Rehabilitation Orders, Community Licence and Think Family Plans.

The Unit utilises a programme based on well researched and validated model 'Oregon's (USA) Guidelines for Effective Gender Specific Programming for Girls (2000)' which advocates a holistic approach to working with young women, to manage both high risk behaviours that place the public and victims at risk, alongside safeguarding and welfare needs. Staff have specialist knowledge and experience of working with children and young women who have offended and been victims of abuse through child sexual exploitation and gang violence. Interventions are delivered on one to one or group basis. It is important to equip children and young women with knowledge, so that they can try to keep themselves, their friends and peers safe. We aim to raise their awareness by putting them at the centre of the work we do, so in turn they can be listened too, be believed and be supported. By informing them of the facts, they can make informed choices and decisions in order to help promote a healthy and safe wellbeing. This specialist and flexible provision allow young women and girls to return to see FGSP staff for help / reassurance to keep on track post order, this can be face to face or telephone support.

Young women have been supported to open up about their own experiences of being a victim of CSE and gang violence. This in turn, is fed into the wider safeguarding panels to form part of a plan to safeguard them and disrupt perpetrators.

Referral Source	Number
Children's Services	45
Education	24
Police	13
Housing	1
Other	1
Youth Offending Service	5
Total	89

Appropriate Adults

The Service is responsible for ensuring that support is offered to all young people, aged from 10 to 17, who are arrested and detained at a Police Station where a responsible adult cannot attend. Between 01 April 2018 and 31 March 2019, the Service were called on to provide 289 Appropriate Adults relating to 225 young people. This compared with 266 callouts relating to 195 young people in 2017/18: an increase of 10.2% Appropriate Adults and 10.1% young people.

The Appropriate Adult attends to safeguard the welfare of the young person and to ensure that processes in keeping with the PACE Codes of Practice are adhered to. The service is staffed by volunteers supported by a full-time co-ordinator and is available to all Police Stations across the city. Out-of-hours co-ordination is covered on a paid contract basis and the Service works closely with colleagues from Children's Services in respect of the corporate parenting of Children in Care. The Local Authority has a duty under Section 38 of the Police and Criminal Evidence Act 1984 to accept the transfer of children who have been charged and denied bail from police custody to local authority accommodation. This has been re-enforced by the issuing of a concordant by central government. Work is on-going with Police and Children's Services to ensure that appropriate accommodation is available.

The working relationship between the Service, the Police and solicitors remains positive.

Following research by the Combined Authority into the detention of young people in police cells and the access to PACE beds, the Police now have a system in place which ensures that any decision to detain a young person in the cells is reviewed by a senior officer.

Parenting

Parenting interventions are used to reduce risk factors such as harsh or erratic discipline, poor supervision and conflict at home, and to strengthen protective factors such as constructive supervision and supportive relationships. Parenting workers with the Service utilise the 'Triple-P' Positive Parenting programme as the main evidence-based programme to help parents to develop parenting and supervision skills. The Parenting workers also work closely with the Restorative Practice workers to provide young people, their parents and victims with Family Group Conferencing.

Where more intensive work with families is required, the Service can draw upon the Multi Systemic Therapy teams, which are funded with Think Family funding. Multi Systemic Therapy (MST) is a goal-oriented, comprehensive treatment programme designed to work with young people at risk of custody or care who have multiple problems including anti-social behaviour; aggression/difficulties in relationships with various systems including within the family or at school; going missing or staying out late and lack of clear family rules or expectations. It is a family-focused and community-based treatment programme that has been the focus of several major research studies and demonstrated clinical and cost-effectiveness for youth with complex emotional, social, and educational needs. All interventions are designed in full collaboration with family members and key figures in the child's life. Based on the MST Programme ultimate outcomes between 1st Jan 2017 – 1st Jan 2019 at the end of treatment: young people remaining at home at the end of treatment (100%), young people in education/training/employment (57.82%) and young people with no further charges (92.52%).

A was at risk of gang affiliation, criminal exploitation, was frequently staying out late/going missing and using Cannabis. Mum was struggling to put boundaries in place to keep him safe.

MST worker supported Mum to increase supervision and monitoring at home and in the community; set clear boundaries around behaviour; increased Mum's confidence and assertiveness to implement interventions, access social support systems and disrupt peer relations. MST worked closely with Mum, school, social care and the police to assess the risks. The criminal exploitation panel supported with disrupting addresses where peers were known to be gang affiliated.

A remained in education during MST involvement. Relations at home and school improved significantly. There was no evidence of A smoking cannabis for 9 weeks. There are still ongoing concerns that A is linked with known gang members, but there's a noticeable reduction in this with no further missing or staying out late episodes for 10 weeks. Police reports confirmed A not being linked to any further antisocial behaviour or crime. All goals set by family and professionals were met.

Parents and Children Together (PACT)

Incidences of aggression from children towards their parents can be viewed as part of normal child development and dealing with such issues present opportunities to learn and develop for both parent and child. Child to parent abuse goes beyond the everyday experiences of children “hitting out” at parents, which can happen for all sorts of medical, developmental and situational reasons. It also goes beyond “one off” incidents.

Child to parent abuse is rarely recognised as domestic violence but uses many of the same patterns and tactics of power and control as in adolescent and adult intimate relationships. Put-downs, threats, intimidation, property destruction, degrading language and physical violence are used to gain power and control over the other person and can be learned behaviour.

The Service has rolled out the ‘PACT’ programme which aims to:

- reduce incidents of child to parent abuse
- increase safety within families
- promote positive relationships within families
- improve outcomes for families e.g. improved school attendance, entry into employment

PACT consists of a twelve-session programme for parents and teenagers, delivered in parallel. The last session is delivered jointly with both parents and their teenagers. The programme is multi layered and weaves together cognitive behavioural therapy and skills development, in a restorative practice framework, with family safety and respectful family relationships at the centre. It is designed to create a safe and respectful environment to enable learning on the programme to be integrated into family life. The programme addresses the young person’s abusive and violent behaviour and reduces the instances of this behaviour by developing a more effective relationship between parent/carer and young person. The YOS Manager who leads this programme has supported PACT training across The Children’s Trusts Family Support teams.

Speech & Language

Some offenders who have problems communicating may find it difficult to express themselves through speech, writing and non-verbal communication and likewise have difficulty understanding other people. They may also have difficulty understanding and retaining information. Some offenders may have problems with speaking and understanding and others may have problems in using language to convey information. Research has indicated that children, adolescents and adults who exhibit challenging or anti-social behaviours are more likely to have language and communication difficulties. It is well established that many offenders have unrecognised language and communication difficulties, which are often labelled as behaviour problems. It is possible that some offenders who exhibit aggressive behaviour may in fact be expressing feelings of frustration at not being able to express themselves or not being understood. Failure to understand to a young person’s communication needs will ultimately impact on the assessment of their needs and the interventions required reducing and managing their risk and vulnerability.

The Service has secured funding from the Office of Police Crime Commissioner to procure Speech and Language (S&L) provision, involving training for frontline practitioners to support the completion of the S&L screening module within ‘Asset Plus’ and further assessment and potential intervention and/or signposting for those prioritised cases by a Highly Specialist Speech & Language Therapist commissioned from NHS England. This provision is intended to

support robust and accurate assessments of high risk young people and those with particular high rates of reoffending, thus enabling interventions to be further tailored and targeted to address these needs.

Frontline workers across the Service have received training from a qualified Speech and language therapist, which included a mixture of theory, practical strategies and application to practice. The training was supported by a series of consultation sessions that were available to the operational teams. The key themes that have emerged from this input so far are as follows:

- The importance of a clear thumbnail sketch of Young People that provides a clear picture of educational and family histories.
- The importance of making links between trauma, attachment and speech and language needs and how all these factors form part of effective interventions with Young People.
- Promoting a coherent plan that all professionals can understand and engage in delivering

Gangs and Serious and Organised Crime

The Service has supported the OPCC to commission community groups and specialist mentoring intervention programmes. The West Midlands Police and Youth Offending Service are in discussion with community groups (including the faith sector) to determine how on-going work in the community can be supported and how the community can work alongside statutory agencies to effectively deal with the serious violence issue in the City.

Birmingham Children's Trust and Birmingham City Council have recently successfully secured £485,845 from the Supporting Families Against Youth Crime Fund. This will be used to fund specialised training for frontline staff within Birmingham Children's Trust, help educate more than 1,000 pupils in primary schools across the city on how to stay safe and support earlier interventions to turn young people away from gangs and crime. This is vital to our ongoing efforts to get knives and violence off our streets.

Birmingham has successfully secured £285,000 from the Early Intervention Youth Fund. The monies will be targeted at two key areas of work:

- Targeted mentoring activity based interventions – combining the provision of credible life experienced mentoring support, with engaging diversionary activities and vocational career development opportunities. These interventions might include; mentoring through participation in sport, fishing, music and drama, entrepreneurial experiences, work based experience opportunities and horsemanship.

S was released from custody following a section 18 wounding conviction and managed under Category 2 Level 2 MAPPP. It was necessary as part of his resettlement to place strict conditions including an Intensive Supervision and Surveillance package (ISS) involving a curfew, non-association conditions and an exclusion zone, whilst working with education providers to safely place S within training.

The team working with S participated in a team formulation, led by the psychology service which identified that work should be focussed around the regulation of his emotions, pro-social modelling and building resilience as well as building relationships between S, his family and professional networks.

Once his behaviour was stabilised through boundary setting and good relationships had been built, intervention was sequenced to incorporate building S's self-identity, which included exploring his religious beliefs and promote personal life and career goals, with practical support around sustaining a training placement. The MAPPA process facilitated information gathering as well as steering the strategy to reduce risk which led to a reduction of risk over the following 12 months and de-selection from MAPPA management.

- Training in Trauma Informed Approaches – In addition to the targeted interventions, will be the sustainable capacity building of staff in schools, children's services and voluntary sector services. The funding will provide training to enable staff to deliver **Trauma Informed interventions**, to improve their approaches and techniques, thereby up-skilling professionals and practitioners to more effectively support and sustain the engagement of young people at risk of disengagement and exclusion.

A strategy regarding the deployment of specialist detached youth workers to engage young people involved in or at risk of gang involvement and/or criminal exploitation is currently being scoped and will be operationalised once workers have been identified.

Preventing Violent Extremism

The Service continues to work in partnership at both a strategic and operational level as a member of the Birmingham Prevent Strategy Board, communicating closely with both the Birmingham City Council Prevent Coordinator and 'Channel' Coordinator, as well as working directly with the Security and Partnership Teams, being a member of the 'Channel' panel and with local community-based and voluntary groups.

This close working relationship has allowed the Service to align itself with national strategy and interpret this to a local level, in addition to being aware of emerging trends locally. The Service's strategic lead for Prevent is an Assistant Head, who is supported operationally by a Prevent Coordinator who is based in the Children's Advice and Support Service (CASS).

The Prevent programme assesses young people who may be vulnerable to violent extremism (Islamic extremism or right wing extremism) and responds by implementing safeguarding measures in order to support the young person. The programme offers individuals an opportunity to air their views, thoughts, frustrations and concerns in a safe environment allowing the young person to both develop and gain resources through active engagement and discussions. Staff within the Service have been trained in WRAP3.

The Service responds to developments within the Government's Contest Strategy allowing staff to gain an understanding of the Prevent strategy and their role within it; to use existing expertise and professional judgement to recognise vulnerable individuals who may need support; and to ensure that local safeguarding and referral mechanisms are known to professionals. For those that require relevant additional multi-agency oversight, the Service continues to ensure good quality referrals into the 'Channel' Panel to ensure there are appropriate mechanisms and interventions in place to support vulnerable individuals, including those which require additional multi-agency oversight.

Junior Attendance Centres

Junior Attendance Centres (JAC) continue to work in accordance with the requirements set out in the JAC Operating Model produced by the YJB, and in support of the statutory aim of the youth justice system to prevent offending by children and young people. Birmingham operates two centres from YOS building and offers a range of life-skills programmes to young people with a variety of offending profiles from lower risk to those subject to ISS interventions, including on Saturdays. The JACs are also used for young people whose training or employment excludes them attending the YOT during the weekday sessions.

Robbery and Knife Crime Intervention

Weapons offences include possession of offensive weapon, possession of a bladed article, possession of a firearm imitation or real, knife-enabled robberies or theft from person or aggravated burglary. Self-defence and fear are the most frequently cited reasons for carrying a weapon.

A had recently been released from custody following convictions for Robbery and Assault.

A had a significant history of violent offending and was assessed as posing a high risk of reoffending and a high risk of serious harm to others. Case Management Plus guided the development of a multi-disciplinary team formulation which allowed for a shared understanding of A's strengths and difficulties and their impact on his offending behaviour.

A bespoke plan was developed to support A and his family to address the issues highlighted and allowed for detailed and focused work to address the issues relating to A's offending.

A is currently engaging very well in developing a Good Lives Plan and has complied with a robust risk management plan. He is maintaining a college placement, has completed a Mental Health Assessment and has not committed any further offences.

The Service delivers a Knife Education Programme to every young person that comes to the attention of the Youth Justice System and to those identified as vulnerable or at risk by partners and a more specific intervention programme for young people who have committed any weapons offence or knife crime. For preventative purposes the Service also supports those identified by other agencies as at risk, for example, pupils excluded or at risk of exclusion as a result of bringing a knife or bladed instrument to school who do not receive a community resolution, caution or court disposal.

All young people are engaged in consideration of the consequences of carrying weapons and young people are encouraged to repeat these messages to their peers to amplify the effect of the education programme. The positive interaction with young people builds resilience and protective factors to improve problem solving and life skills. Young people carrying knives but not in the formal court system are both challenged and supported to reduce their risk and vulnerability, supporting children and young people to move away from negative peer groups and maintain or improve their education, training and employment opportunities and become a more positive member of the community. The impact of this approach is evident in the post intervention assessment which shows a stable or improved ETE position for all this cohort.

The YOS delivers interventions that tackle knife carrying among young people who offend as part of a court order who are convicted of any offence where a knife, or the threat of a knife, is a feature. In 2018/19, 314

young people went through this Knife Possession Programme (up from 237 young people in 2017/18) showing improved identification of young people not charged with knife offences who nevertheless were in possession at the time ('knife enabled' offences). Of the 237 going through the programme in 2017/18, 3 young people were subsequently re-convicted of offences involving knives within the following 12 months. The Service is currently tracking the 314 young people and will report on performance at the YOS Management Board.

In addition, the Service runs a specialist programme "Knife Means Life", which is part of our statutory work and integrated within a 25 hour per week supervision and surveillance programme funded by our statutory grant. The Service also works in partnership with Street Doctors (a national charity working through medical students) who teach young people to deliver basic first aid skills and give young people the opportunity to talk to ex-offenders and victims of knife crime. West Midlands Police support the programme with officers and speakers. The PCC's office has recently begun supporting additional programmes for preventative work in schools and additional capacity within the Service.

Accommodation

Most young people who approach the Service requiring support with accommodation do so because of the breakdown in their relationship with their parent/guardian. In the majority of cases, this is due to their offending behaviour and the impact it is having on other siblings/family members within the household. Sometimes accommodation is required where a young person may need to move because of 'gang affiliation' or they have committed an offence within the local area and require an alternative bail address.

An accommodation officer from St Basils is based with the Service and has access to specialist accommodation for young offenders through 'Supporting People' funded provision provided by Trident Reach Housing Association. This provision comprises 10 fully supported bed spaces, 9 semi-supported and 4 training flats. These placements come with wrap around support for young people in relation to Education, Training and Employment, physical and emotional health, life skills and independent living. The Service also has access to an emergency bed space, provided by St Basils, at an alternative venue.

In addition, the Service benefits from its partnership with St Basils Youth Hub, a multi-agency response to youth homelessness in Birmingham, which provides quality prevention advice and is working in line with statutory services implementing the HRA (Homeless Reduction Act) which came into force 3rd April 2018 nationally. St Basils has a full range of prevention, accommodation, support and engagement services as well as services which aim to ensure young people develop the skills and have the support needed to move on successfully.

St Basils also has 24 supported accommodation projects in Birmingham providing over 350 bed spaces for homeless young people, and these are accessed where appropriate by the co-located accommodation officer.

The Service continues to work with its partners to ensure suitable accommodation is secured for all young people on release from custody.

Transitions

The Birmingham Community Rehabilitation Company (CRC) has a cohort of 3733 Service Users of which young adults aged between 18 and 24 years represent 20% of this caseload. There is a clear distinction between the work undertaken with young adults and the general populous and the needs of this age group. Young adults are overrepresented in crime figures and the criminal justice system; in relation to the general population, however, early adulthood may also be a time where, with the right support and influence, it can be a:

'... watershed period, a time when people start to desist and thus a time at which the CJS can be influential in helping or hindering these moves towards desistance' (Shapland Et-al, 2012)

V was almost 16½ years old when she was referred to Reach House and resided there for 18 months.

She had a number of convictions for offences committed during a turbulent time in her life which lead to family breakdown and her being homeless.

With tailored support she became a resident representative at Reach House and was involved in their promotional video. V was supported to attend and engage with YOS where previously she was at risk of breach. External agencies began working with V and her mother to enable them to re-build their relationship and they are now in regular contact. V had a passion for hairdressing and was referred to a Training Provider where she started on a pre-apprenticeship level 1 study programme and eventually excelled to level 2.

V was supported to build a portfolio of achievements and went from strength to strength. In September V was offered a one bedroom flat and is making it homely by decorating and purchasing furniture.

She has a job interview coming up.

Research indicates that the brain is not fully mature until the early to mid-20's and psychosocial maturity is highly relevant to offending and engagement with services, with the main factors being 'responsibility, temperance and perspective'. Milestones associated with becoming an adult tend to occur later in life and delays (for example due to experiences of care or custody) can impede a successful transition to adulthood. Many of the needs of 18 – 24 year olds are similar to those of 16- 17 year olds. Young adults are likely to have complex levels of need including emerging mental health issues, personality disorders, maturity and vulnerability issues. Poor engagement is also a significant factor for this distinctive group. A barrier identified has been poor narrative skills and the lack of ability to communicate appropriately:

'...monosyllabic, poorly elaborated and non-specific responses that may be accompanied by poor eye-contact and occasional shrugs of the shoulders.' (Snow and Powell, 2012)

Such responses may be mistaken for deliberate rudeness and wilful non-compliance when being interviewed by police or cross-examined in court and if interpreted as behavioural and attitudinal, communication difficulties may create 'additional disadvantage for the young person's passage through the justice system' (Snow et al, 2012).

In light of the above, the West Midlands Reducing Reoffending Partnership has developed a 'young adult semi-specialist' provision across the service to manage caseloads of young adults and undertake specific training to enable positive work to support this cohort and reduce the risk of re-offending through positive engagement and a distinctive approach. Young adult programmes have been developed to support the work and a package of training has been provided specifically for the semi-specialists and for all staff members to increase awareness.

This team is being formed and will comprise of a manager and approximately 12 full time members of staff, who will work alongside peer mentors and Community Support Workers. The remit of this team will be:

- Case management of all cases and full transfer of cases from the YOS in line with newly agreed transition processes, allowing named officers to be identified prior to transfer as well as an introduction to CRC Adult Services. This process will be supported by peer mentors and community support workers, who will promote engagement and facilitate a smooth transition for the young people.
- Delivery of the Fast Forward Programme (RAR) – up to 24 years
- Delivery of the Pathway to Independence Programme (RAR) – up to 24 years
- Development of a young adult partnership hub to support desistance.
- Development of new pathways for emotional awareness and masculinity.

The Young Adult Team' is intended to improve communication and service user engagement within the transition period, through the provision of a distinctive and bespoke intervention programme, which effectively addresses the needs of young adults; improving staff knowledge and practice and developing strong partnerships. The Youth Offending Service is working closely with this new team, specifically in relation to the 16 and 17 cohorts and those transitioning.

Appendix 2: Glossary

Absolute discharge: Discharges are given for minor offences at Court. An 'absolute discharge' means that no more action will be taken.

Bail Supervision and Support: Bail Supervision and Support (BSS) is an intervention provided by the YOT to help ensure a young person meets the requirements of bail. The young person may additionally be electronically tagged.

Bed night: measure of occupancy one young person for one night in the secure estate.

Breach of statutory order: Is an offence of failing without reasonable excuse to comply with the requirements of an existing statutory order.

Community Sentence: When a court imposes a community sentence, the young person carries out this sentence in the community. Community Sentences in the Youth Justice System include Youth Rehabilitation Orders.

Criminal Behaviour Orders: Civil orders (which replaced ASBOs), designed to prevent someone causing "harassment, alarm or distress". Breach of an order is a criminal offence, punishable by up to 5 years in prison (2 years for juveniles).

Detention and Training Order (DTOs): Detention and Training Orders (DTOs) are determinate custodial sentences which can last from four months to 24 months in length. A young person spends the first half of the order in custody and the second half released on licence. If they offend while on licence, they may be recalled back to custody.

Disposals may be divided into four separate categories of increasing seriousness starting with out-of-court disposals then moving into first tier and community-based penalties through to custodial sentences.

First-tier penalty: This is an umbrella term used for the following orders made at court: Referral Orders, Reparation Orders, bind over, discharges, fines and deferred sentences.

First Time Entrants: First time entrants to the criminal justice are classified as offenders who received their first caution or conviction, based on data recorded by the police on the Police National Computer.

Intensive Supervision and Surveillance: Intensive Supervision and Surveillance (ISS) is attached to a Youth Rehabilitation Order and has been set as a high intensity alternative to custody. ISS combines a set period of electronic tagging, with up to 25 hours per week intensive supervision. ISS is aimed at young offenders on the custody threshold and has to be considered as an option before a custodial sentence is given. ISS may also be attached to conditional bail.

Parenting Orders: Parenting Orders aim to prevent offending and anti-social behaviour by reinforcing parental responsibility.

PENY: Police Electronic Notification to YOTs. Daily information sent to YOTs regarding children and young people coming to notice.

Pre-sentence report: This is a report to the sentencing magistrates or judges containing background information about the crime and the defendant and a recommendation on the sentence to assist them in making their sentencing decision.

Proven offence: A proven offence is defined as an offence which results in the offender receiving a caution or conviction.

Remands: Once the court has denied bail, there are three remand options:

Remand to local authority accommodation: A young person may be remanded to local authority accommodation. This remand may be accompanied by electronic tagging.

Court-ordered secure remand: A court-ordered secure remand allows courts to remand young people into Secure Children's Homes or Secure Training Centres. This provision applies to any 12-14-year-old and to 15-16-year-old girls. This also applies to 15-16-year-old boys who are deemed vulnerable by the court and for whom a place is available.

Custodial remand: If the court is not satisfied that imposing community-based bail will ensure compliance, or if the offence is serious, or if the young person frequently offends, then it may order a remand in custody. This applies to 15-16-year-old boys not deemed vulnerable by the court and 17 year old boys and girls.

Restorative Justice: Restorative justice is an approach to justice that focuses on the needs of the victims. Victims can take an active role in the process, whilst offenders are encouraged to take responsibility for their actions.

Section 90/91 of the Criminal Court Sentencing Act (2000): Any young person convicted of murder is sentenced under section 90. A section 91 sentence is for young people convicted of an offence other than murder for which a life sentence may be passed on an adult. The court can, if appropriate, sentence a young person to detention for life.

Secure estate: There are three types of placement in the secure estate. These are Secure Children's Homes (SCH), Secure Training Centres (STC) and Young Offender Institutions (YOI):

Local Authority Secure Children's Home (LASCH): Secure Children's Homes in England are run by Local Authorities and are overseen by the Department for Education in England. They generally accommodate remanded or sentenced young people aged 12-14 and girls and 'at risk' boys up to the age of 16. They can also accommodate young people placed by Local Authorities on welfare matters.

Secure Training Centre (STC): There are four purpose-built Secure Training Centres in England offering secure provision to sentenced or remanded young people aged 12-17. They provide a secure environment where vulnerable young people can be educated and rehabilitated. They are run by private operators under contracts which set out detailed operational requirements.

Young Offender Institution (YOI): Young Offender Institutions can accommodate young people and young adults who offend from between the ages of 15-21 years old.

Substantive Outcome: Is an umbrella term referring both to sentences given by the court and pre-court decisions made by the police

Self-harm: Self harm is defined as any act by which a young person deliberately harms themselves irrespective of the method, intent, or severity of the injury.

Youth Offending Service (YOS): The Youth Offending Service comprises of seconded representatives from police, probation, education, health and social services, and specialist workers, such as restorative justice workers, parenting workers and substance misuse workers.