

Members are reminded that they must declare all relevant pecuniary and non-pecuniary interests relating to any items of business to be discussed at this meeting

BIRMINGHAM CITY COUNCIL

SCHOOLS, CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY COMMITTEE

WEDNESDAY, 07 DECEMBER 2016 AT 14:00 HOURS
IN COMMITTEE ROOMS 3 & 4, COUNCIL HOUSE, VICTORIA
SQUARE, BIRMINGHAM, B1 1BB

A G E N D A

1 NOTICE OF RECORDING/WEBCAST

The Chairman to advise the meeting to note that this meeting will be webcast for live and subsequent broadcast via the Council's Internet site (www.birminghamnewsroom.com) and that members of the press/public may record and take photographs. The whole of the meeting will be filmed except where there are confidential or exempt items.

2 APOLOGIES

To receive any apologies.

3 - 6

3 ACTION NOTES

To confirm the action notes of the meeting held on the 23 November 2016.

7 - 22

4 CABINET MEMBER FOR CHILDREN, SCHOOLS AND FAMILIES SIX MONTH UPDATE – 2.00PM – 2.40PM

Councillor Brigid Jones, Cabinet Member for Children, Schools and Families to provide an update.

23 - 28

5 MULTI-AGENCY SAFEGUARDING HUB (MASH) AND CHILDREN'S ADVICE AND SUPPORT SERVICE (CASS) – 2.40PM – 3.20PM

Kay Child, AD, Integrated Services East and Liz Elgar, Head of Service to provide an update.

29 - 90

6 YOUTH JUSTICE STRATEGIC PLAN 2016/17 – 3.20PM – 4.00PM

Dawn Roberts, AD, Early Help and Trevor Brown, Head Of Youth Offending Services to provide an update on the 2016/17 plan and priorities for the 2017/18 plan.

7 **WORK PROGRAMME**

For discussion.

8 **DATES OF FUTURE MEETINGS**

To note the dates of future meetings on the following Wednesdays in the Council House, Committee Rooms 3 & 4:-

25 January, 2017

8 February, 2017

22 March, 2017

26 April, 2017

9 **REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS RECEIVED (IF ANY)**

To consider any request for call in/councillor call for action/petitions (if received).

10 **OTHER URGENT BUSINESS**

To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.

11 **AUTHORITY TO CHAIRMAN AND OFFICERS**

Chairman to move:-

'In an urgent situation between meetings, the Chair jointly with the relevant Chief Officer has authority to act on behalf of the Committee'.

BIRMINGHAM CITY COUNCIL

SCHOOLS, CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY (O&S) COMMITTEE – PUBLIC MEETING

**14:00 hours on Wednesday 23 November 2016, Committee Rooms 3 & 4 –
Actions**

Present:

Councillor Susan Barnett [Chair]

Councillors: Sue Anderson, Matt Bennett, Kate Booth, Debbie Clancy, Shabrana Hussain, Julie Johnson, Chauhdry Rashid, Martin Straker Welds and Alex Yip.

Other Voting Representatives: Evette Clarke, Parent Governor Representative and Sarah Smith, Church of England Diocese.

Also Present:

Tim Boyes, Chief Executive, Birmingham Education Partnership (BEP)

Richard Browne, Intelligence Manager

Simon Cross, Business Manager, Birmingham Safeguarding Children Board

Lucy Dumbleton, School Organisation Officer

Seamus Gaynor, Head of Strategic Management

Emma Leaman, AD, Education & Infrastructure

Julie Newbold, Head of School Admissions

Tracy Ruddle, Director of Continuous School Improvement, BEP

Amanda Simcox, Research & Policy Officer, Scrutiny Office

Penny Thompson, Chair of the Birmingham Safeguarding Children Board

Benita Wishart, Overview & Scrutiny Manager, Scrutiny Office

1. NOTICE OF RECORDING/WEBCAST

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The whole of the meeting would be filmed except where there were confidential or exempt items.

2. APOLOGIES

Apologies were submitted on behalf of Councillor Barry Bowles [Deputy Chair], Samera Ali, Parent Governor Representative, Richard Potter, Roman Catholic Representative and Councillor Valerie Seabright.

3. ACTION NOTES

(See document No 1)

Councillor Susan Barnett, Chair would discuss with Cllr Seabright the working group for children missing education.

RESOLVED:-

The action notes of the meeting held on the 12 October 2016 were confirmed.

4. BIRMINGHAM SAFEGUARDING CHILDREN BOARD (BSCB) ANNUAL REPORT

(See document No 2)

Penny Thompson, Chair of the BSCB and Simon Cross, Business Manager presented the report.

It was suggested that a briefer 2016/17 annual report may be more appropriate.

RESOLVED:-

- The report was noted and information on young people who self-harm to be provided.

5. HEADLINE DATA FOR CITYWIDE SCHOOL ATTAINMENT STATISTICS

(See document No 3)

Richard Browne, Intelligence Manager; Tim Boyes, Chief Executive, BEP and Tracy Ruddle, Director of Continuous School Improvement BEP provided the update.

An open invitation for a visit to the BEP was extended to the Committee.

RESOLVED:-

- Trends with our statistical neighbours to be included in the detailed school attainment statistics to be presented on 22nd March 2017.

6. SCHOOL PLACES SUFFICIENCY UPDATE

(See documents 4 and 5).

Emma Leaman, AD, Education & Infrastructure, Julie Newbold, Head of School Admissions and Lucy Dumbleton, School Organisation Officer presented the item

RESOLVED:-

- The report was noted and Emma Leaman to investigate the Member consultation for a school expansion in Weoley and to report back.

7. WORK PROGRAMME 2016-17

(See document 6)

The December committee meeting was discussed.

RESOLVED:-

That the work programme was agreed and an update from the Executive Director for Education on the BEP contract to be provided.

8. DATES FOR FUTURE MEETINGS

The dates were noted.

9. REQUEST(S) FOR CALL IN/COUNCILLOR CALL FOR ACTION/PETITIONS

None.

10. OTHER URGENT BUSINESS

None.

11. AUTHORITY TO CHAIRMAN AND OFFICERS

RESOLVED:-

That in an urgent situation between meetings the Chair, jointly with the relevant Chief Officer, has authority to act on behalf of the Committee.

The meeting ended at 16.35 hours.

Report to the Schools, Children and Families Overview & Scrutiny Committee

7 December 2016

Cabinet Member for Children, Schools and Families Six Month Update

Purpose of the Report

To brief the Committee on progress (see full report) and to provide a short budget summary.

Recommendation

That Members note the information contained in this report.

Councillor Brigid Jones
Cabinet Member Children, Schools and Families

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Early Help and Children's Social Care – 2016/17 budget summary £153.5m

At month 6 the EH&CSC is forecast to underspend by £2.8m.

Pressures identified include:

- £0.4m Secure Remand beds costs due to a decrease in the Youth Justice Board Secure Grant allocation of £0.142m and £0.283m due to an increase in bed nights at Secure Training Centres and Secure Children's homes.
- £0.5m due to cost pressures for legal disbursement fees where the budget is not adequate for activity levels.
- £0.6m due to the increasing costs of accommodation and support to No Recourse to Public Fund families.
- £0.1m pressure as a result of additional costs incurred for translators and interpreters required to undertake family assessments.

However, these pressures are more than offset by: -

- £1.7m underspend with internal foster care where the service has undertaken a review of current internal foster care capacity in readiness for implementation of the next phase of the improvement plan to grow the in house service and have fewer higher cost external fostering and residential placements.
- a projected underspend of £1.3m due to a longer mobilisation period on the phased go live of the residential block contract due to securing planning permission and OFSTED registration for individual properties.
- £0.4m underspend due to a reduction in the number of externally commissioned residential and community based assessments. The reduction is due to more direct social work with families which mitigates court requests for separate independent assessments.
- £0.5m underspend on staffing budgets within the family support services due to held vacancies whilst the service implemented a revised structure. The structure is now being implemented.
- £0.16m underspend on employees budgets for the five children's homes that have now transferred to an external provider.
- A number of other minor variations across several services totalling £0.4m.

Education Services - 2016/17 Non-DSG (primarily General Fund) budget of net £38.3m plus Dedicated School Grant of £704m gross which is allocated between Schools and Central Services

The General Fund as at Period 6 is as follows:

- A overall forecast deficit of £1.9m reflecting non delivery of £1.4m of the savings target (£2.463m) ascribed to Travel Assist for 2016/17 and a base budget pressure on Guides of £0.500m. The position is expected to worsen for Period 7 on the basis that it will not be possible to deliver any of the savings and further base pressures are emerging. In parallel to this events over the summer term regarding the appeals to proposed changes have prompted a more thorough top down review of Travel Assist's operational capacity and cost drivers. This will need to be addressed through fundamental changes in support and practice.
- Reductions of £2.400m were required this year to offset the impact of changes in Education Services Grant (ESG). Various mitigations have been identified and applied but there is still a residual unallocated sum of £0.711m
- Other net pressures of £0.413m including delays in delivering the savings on unattached playing fields (0.316m)

**REPORT OF THE IMPROVEMENT QUARTET: COUNCILLOR JOHN CLANCY, COUNCILLOR
BRIGID JONES, MARK ROGERS AND PETER HAY**

CHILDREN'S SOCIAL CARE AND EDUCATION: IMPROVEMENT AND CHALLENGES

The motion: The Council welcomes and notes the signs of progress in children's social care and in education, notes that an action plan in response to the September/October Ofsted inspection will be submitted to Cabinet, and notes progress on the voluntary trust arrangement for children's services, as part of the further steps in recovery, with debate and comments at this meeting informing the recommendations to Cabinet in January 2017.

1. Introduction

At the meeting of the Council on 1 December 2015 it was agreed that, in addition to routine performance reports to Cabinet and the work of the scrutiny function, there would be a six-monthly report to Council on progress in children's social care and in education. This is the second of those reports.

2. Children's Social Care

- 2.1 The June report to Council set out in detail the long term difficulties and underperformance in Children's Social Care, including the findings of external inspections and reviews and the appointment of Commissioners. The report also described arrangements and action taken since the first Commissioner, Lord Norman Warner, including significant investment in the service, setting up a clear and consistent operational model, the establishment of clear lines of accountability through the "Quartet", reviews of management capacity and capability, establishment of a Multi-agency Safeguarding Hub, a review of recruitment and retention, establishment of a single agency supplier framework agreement, and changes to partnership approaches, particularly through the Strategic Leaders Forum, the establishment of the Birmingham Education Partnership and the Early Help and Safeguarding Partnership.
- 2.2 In December 2015 a new Commissioner, Andrew Christie, was appointed by DfE. Andrew was a member of the Le Grand Review. In his Commissioner role he has observed that he has seen a very different service now in Birmingham to what he saw in early 2014.
- 2.3 Council noted the work that had commenced on a Voluntary Children's Trust model, in the context of developing and sustaining good practice against a backdrop of financial pressures. The exploration has been underpinned by the importance of shaping a large and complex service with a single focus on support and intervention to improve outcomes for Birmingham's most disadvantaged children and families. To achieve this there is a need to be able to attract and retain social workers, offer a competitive salary, ensure good working conditions and above all a feeling of being well managed and supported (options that could perhaps best be secured in the longer term within a Trust structure), alongside intelligent commissioning with a Board focussed upon delivery.

2.4 The early help and children's social care service now has a clear and consistent structure, a stable management group and reduced staff turnover. The service responded well to the recent intensive Ofsted full inspection, without service disruption, and there is growing confidence in and evidence of purposeful direct work with children and families.

2.5 The October 2016 scorecard for children's social care is appended as Appendix A.

3. **Ofsted inspection 2016**

3.1 Ofsted conducted a full inspection of Birmingham children's social care in September/ October, with up to 12 inspectors over four weeks. Over 400 cases were looked at and many front-line staff talked with and observed by the inspectors. The inspection focus was very much on practice. The inspection was intense and forensic and provides a good deal of detailed learning to help shape our continuing improvement, but there were no surprises in that our self-assessment before the inspection identified the same key issues.

3.2 The Ofsted inspection has provided very valuable learning to the Council and partners and highlighted matters that still need to be addressed. There is a considerable way to go and a single focus and drive to increase the amount and consistency of high quality practice is needed. The proposed move into a Children's Trust with a single focus on excellent practice with vulnerable children and families will assist here.

3.3 Ofsted judged that the Council remained inadequate overall but with several areas of improvement (see report at Appendix B). Ofsted look back at cases for a year. Their general conclusion was that once cases are allocated and worked with they could see improvement but there was often delay (some historic) in cases getting through the front door (CASS/MASH) and out to the areas in a timely way. The new CASS/ MASH system to address these issues was launched just the week before Ofsted arrived. Another area for concern was the need to improve partnership working across the system with more early help work with families from other agencies and better working with the Police and others in child protection.

3.4 **Improvements**

- Three areas have moved out of Inadequate into Requires Improvement. These are: children looked after and achieving permanence, adoption performance, experiences and progress of care leavers. Ofsted noted the contribution the revised Corporate Parenting arrangements had made to these improvements.
- Ofsted ratified that the correct operational model is in place (introduced in February 2016) and that practice is improving (although it is too early to see the impact of the changes and improvements).
- Ofsted shared many positive points including the consistently high morale and energy of all of the staff they met with. They noted that everywhere they went they met positive and motivated staff.
- Social workers know children well and listen to them through direct work; children are seen and listened to.

- Ofsted provided clear messages about the confidence they have in the operating model and the approach in place in Birmingham.
- They were able to say that based on the evidence there is a sound foundation for the improvements made and to come.
- Ofsted say “...strategic leaders have an increasingly effective focus on improvement and have invested in services to support this. This has been helped by stronger and more joined-up leadership at a council-wide level from both political and strategic leaders.”

3.5 **Challenges**

- Ofsted found cases of drift and delay and some examples of a lack of management grip on decision-making. This was particularly evident in the front-door, children’s advice and support service CASS/ MASH. Changes had been made to the front-door to deal with the high volumes of incoming work (about 1500 contacts a week) more efficiently, but these changes were put in place only the week before Ofsted arrived. We continue to shape and refine front-door systems and processes and build staff skills. Ofsted’s first monitoring visit in February /March 17 will in all probability focus on this area.
- Ofsted focused heavily on CSE and missing children and the need for further developments of systems and processes with partners to ensure they are effectively meeting young people’s needs. All of the cases seen by Ofsted evidenced current engagement of social workers with children and young people. But Ofsted’s concerns about the lack of join-up at strategic and operational levels are accepted. Work to address this is in hand and is jointly led by the Council and the Police. It will report to the Birmingham Safeguarding Children Board.
- It is recognised that there is still much work to do to achieve consistency in practice and stronger partnership at strategic and operational level, including around early help, to make sure all children get a good service. These issues are being addressed in the Early Help and Safeguarding Partnership and through the Birmingham Safeguarding Children Board and this includes agreement to review and strengthen the partnership threshold model Right Service Right Time. For example, for children with universal plus needs (level 2) there need to be more common assessments of good quality by partners so that they help and support children and families better to resolve their difficulties. Ofsted said too many low level referrals are being made to children’s social care.
- Identification and assessment of privately fostered children needs to be improved. In the summer responsibility for private fostering moved to the Fostering Service to address this, including raising awareness of private fostering across partners and the public and strengthening assessments.
- There is a need to address assessment and review practice in services for children who have a disability. This was raised in the June monitoring visit and considerable work has been undertaken since then to improve systems, processes and practice. Ofsted noted that this had yet to demonstrate positive impacts for children and that there needed to be a greater focus on the quality of reviews for disabled children and young people. The overall plan for this work on assessments and care plans for disabled children and young people is being revised. The

Disabled Children's Social Work Team has been moved into Children's Social Care to give it the right professional leadership.

- Care planning and review/challenge of care plans needs further improvement. Ofsted recognised improvements in care planning for children in need, child protection, children in care and care leavers, but saw too much inconsistency, including in management oversight of care plans, with some staff struggling with the new care plan format. This is an area for continued development across the service to improve the quality of management practice and oversight, including a stronger workforce development offer for social workers and new initiatives to bring high quality graduates into the workforce e.g. Frontline.

3.6 The learning this inspection has provided at a critical point in the improvement work is welcomed. An action plan to address the recommendations of the Ofsted report will now be developed with partners and there will be quarterly two-day monitoring visits from Ofsted starting in Feb/March 2017.

4. **Children's Trust**

4.1 **Update:**

- In July 2016 the Council's Cabinet formally agreed the case for change.
- At its meeting of 20 September Cabinet agreed two alternative delivery models (wholly owned company and employee owned mutual) for further development. The Cabinet also agreed the next steps in recruitment and programme management.
- The Council is now scoping that programme and its shape. A funding package for set-up costs is being negotiated with the DfE and Ministerial agreement to a package is expected in December.
- A large party from the Council visited Doncaster where key learning was the importance of early appointments, maximising the flexibility of the Trust and the focus that Doncaster have maintained on having children to the fore as a shaped purpose.
- The Council is clear about the critical importance of the relationship between the Council and the Trust. A proposal to develop support across this key issue is part of the funding package.
- The Council expects to see all current social care services within the Trust as a minimum. There is a strong view that the Trust should have complete control of HR, finance, IT and legal services.

4.2 Next steps will include:

- recommendations to Cabinet in January 2017 on the selection, design and build of a preferred option.
- further engagement of staff, TUs and partners.
- greater clarity about Trust scope and funding requirements.
- the development of an outcomes-based contract that sets out what the Council is commissioning and the performance/ reporting/ financial and other arrangements.
- request of partners for first phase consultation with a Board level response from each partner and consideration by the LSCB (all partners have received letters outlining this request).
- continued development and shadow appointments to the Trust side.
- an emerging "relationship management" approach that the Chief Executive will head.

4.3 Throughout this process it is recognised that staff and managers delivering the service will not be destabilised or distracted, but will be informed and have opportunities for engagement.

4.4 As part of the DfE resources package a Programme Director is in place and the Children's Commissioner, Andrew Christie, has been appointed as Chair designate of the Trust. This is a joint appointment with DfE.

5. **Workforce**

- 5.1 The early help and children's social care service has remained calm and stable during early Children's Trust discussions and it responded well to the Ofsted Inspection. Staff remained enthusiastic and committed.
- 5.2 However, recruitment and retention remains a key issue including improving the quality and capacity of the workforce. Agency staff numbers are at 23%, a reduction from just under a third less than 2 years ago. It is intended that the emerging Trust arrangements will enable greater focus and flexibility in workforce matters.
- 5.3 Workforce development is equally important. There is a good learning programme for newly qualified staff and the second cohort of team managers is completing the systemic supervision course. But a more co-ordinated and consistent learning approach for experienced social workers and for heads of service needs to be developed.
- 5.4 It has been announced that nine West Midlands councils and University of Birmingham are one of nine new Teaching Partnerships, funded by DfE, established for the next two years, with a focus on improving social work training and practice. Birmingham City Council is leading this consortium
- 5.5 In addition the Council has agreed to six Frontline student units being established in 2017 (24 students) and that all social workers and managers will go through the accreditation programme in the first phase. Both of these measures are intended to drive up the quality of practice.

6. **Education**

- 6.1 The 12 July report to Council described the work of the Education and Schools Strategy and Improvement Plan (agreed in December 2014 by the Quartet and the Education Commissioner Sir Mike Tomlinson).

6.2 **School Improvement**

A key action of the plan was to strengthen the Council's duties to vulnerable schools as set out in the statutory Schools Causing Concern Guidance document. The Education Commissioner supported the proposal that the delivery of these duties should be commissioned from the Birmingham Education Partnership (BEP). Twenty years of international evidence supports the view that the best, most sustainable form of school improvement is where strong schools support weaker schools. A contract has been in place since 1 September 2015 and the signs are that BEP has started its work strongly.

The School Improvement contract with BEP was monitored and evaluated via specialist education advisers at the end of school year. Impact is beginning to show and the BEP operation is stronger and more secure for 2016/17.

The White Paper Educational Excellence Everywhere, published in March 2016, outlined a 5 year plan for all schools to become academies and described how local authorities would cease to hold the duty to deliver school improvement. Following Justine Greening's announcement on 27 October 2016,

these changes will not be implemented. Pending more detail on future education policy it is clear that the Council's role in school improvement will be retained but without the funding previously received through education grants.

BEP is currently the externally commissioned school improvement partner, with a contract valued at £1.8m per annum. With the reduction in both DSG and ESG funding there will be a need to review the value of the school improvement funding attached to the contract.

6.3 BEP's engagement with schools - September 2015 to August 2016

The Council contracts BEP to deliver improvement for all Birmingham pupils and across all Birmingham's schools; brokering the delivery of improvement activity for maintained schools and taking a lead role in the co-ordination of a system-led improvement. A set of key performance measures are included in the contract.

The contract is closely monitored by the Contract Management Group, whose aim is to optimise the impact, efficiency and effectiveness of the contract. This group meets 6 times per year and reviews management information, performance against KPIs, results, satisfaction surveys and annual service plan.

During the academic year 2015/16 the Council commissioned an external quality assurance review of the implementation of the contract.

The school improvement aspect of the contract requires BEP to visit schools to assess their requirements for assistance, ensure that no school becomes isolated and to develop links to school to school support, plus other services and events. 92% of schools were visited between September 2015 and July 2016.

A range of other engagement activities have also taken place during the 2015/16 academic year, including District Strategy Group meetings, Ofsted training events, Maths Twilight sessions and Peer to Peer review training.

6.4 Quality of school provision

A key element of the BEP contract is to support schools in raising standards and securing positive judgements following an inspection. The following quote is one of many that can be found in recent OFSTED reports of Birmingham schools:

"The local authority has commissioned Birmingham Education Partnership to provide support. This has been very valuable and utilised to good effect by the school. Advisers have helped improve early years, supported the creation of an assessment system without levels and focused on improving writing in Key Stage 1." Primary School report – February 2016

6.5 Current OfSTED position

| Phase | Total Schools | Good/Outstanding | | Requires Improvement /Inadequate | | Special Measures | |
|--------------|---------------|------------------|------------|----------------------------------|------------|------------------|-----------|
| | | Count | % | Count | % | Count | % |
| Nursery | 27 | 27 | 100% | 0 | 0% | 0 | 0% |
| Primary | 298 | 240 | 81% | 58 | 19% | 14 | 5% |
| Secondary | 82 | 58 | 71% | 24 | 29% | 11 | 13% |
| Special | 27 | 22 | 81% | 5 | 19% | 3 | 11% |
| PRU | 5 | 3 | 60% | 2 | 40% | 1 | 20% |
| Total | 439 | 350 | 80% | 89 | 20% | 29 | 7% |

The above includes all open schools within Birmingham which have had an Ofsted inspection. Where an establishment has not been inspected since becoming an academy, the inspection of the previous establishment is used. Free schools without an inspection are not included as there is no previous establishment to match to. New free schools without an inspection are not included.

6.6 Academic Performance 2015/16

The Key Performance Indicators (KPIs) contained within the contract need to be revised in light of the changes in assessment and school performance measures. Because of these changes, figures for 2016 are not comparable to previous years.

BEP's Academic Performance Report comments on the first release of unvalidated data for primary and secondary schools. The validated data will be released at the end of 2016 and beginning of 2017.

In summary, the primary results are as a whole disappointing and are likely to place increasing pressure on schools. However, the systems developed by BEP over the last year should enable individual schools to receive necessary support more quickly during the 2016/17 academic year in the areas they need it most.

The provisional secondary results are positive in relation to national data with Progress 8 performance in line with average. The figures also illustrate the improvements being made toward all Birmingham performance measures being in line with national. Schools which have received BEP intensive support have made significant improvements.

BEP has produced an action plan to ensure rapid response to KS1 and 2 results.

6.7 Safeguarding in Schools

Ofsted completed a monitoring visit of Birmingham children's services on 1 and 2 June 2016 under section 136 of the Education and inspections Act 2006. The visit included a focus on safeguarding arrangements in education, the Council's response to children missing education and those who are electively home educated, as well as the Council's response to Prevent in schools.

In response to Ofsted's concerns about strategic leadership of safeguarding children in schools the gap at operational level has been addressed, with a new Head of Service post for alternative provision/children missing education and independent schools. There has also been swift action taken to remedy the strategic leadership of the SEND agenda, with responsibility transferred immediately to an experienced senior officer.

In addition, to address a gap around the strategic leadership of safeguarding within education services, a fourth Assistant Director post was established, taking responsibility for safeguarding within education. This newly created post is ensuring stronger join up with partner agencies, particularly children's social care, as many of the children at the heart of these policies are shared between education and children's social care. Currently, there is an interim person leading this work, prior to a permanent appointment.

HMI highlighted that too many children with a statement of education need or EHCP were not receiving appropriate education which met their needs and that vulnerable children who were excluded from education did not have their needs catered for well enough, including checks to ensure the child is safe.

Immediate actions ensured that data was robust, home visits were secured for those that had not been seen for some time, and school placements were secured through directing schools to take children and being firmer with parents, following up with non-attendance procedures if necessary.

For those pupils who have been excluded and who are not able to be placed immediately back into education, the Exclusion Team have introduced a pupil tuition programme. This programme is being delivered in educational settings close to each pupil's home. These arrangements will remain in place until an educational placement is identified.

In the primary phase sharing panels are being established within five consortiums to manage exclusions.

The process for supporting looked after children with no school place has been enhanced by the introduction of a weekly meeting between senior managers from the Virtual School and SENAR.

To ensure that the individual teams holding responsibility for safeguarding children in schools are working together effectively, three new policies (Elective Home Education, Alternative Provision and Children Missing Education), have been implemented by schools, including academies and free schools, since September 2016. These policies provide greater clarity and establish a new set of procedures, minimum standards and timeframes for the delivery of quality service. They have been supported by a training plan to ensure that staff implementing the new policies are highly skilled and understand their role in delivering a good service.

Finally, a single database has been developed, which will provide an accurate overview of the numbers of children being educated out of school or missing education.

As a result of the above there have been immediate reductions in children not in school (either with EHCPs or following permanent exclusions).

Ofsted's full inspection in September/ October confirmed significant progress in addressing these weaknesses and reducing the numbers of children missing education. Ofsted also acknowledged the quality of personal education plans for children looked after and increases in the number of children in care who attend good or better schools.

7. **Community Cohesion**

- 7.1 A cross-party community cohesion statement for the city was agreed in early September. This has been supported by the office of the Chair of the Birmingham Community Safety Partnership (BCSP), Chief Superintendent Chris Johnson.
- 7.2 The existing Birmingham Curriculum Statement has been revised to reflect the above. An Equality and Cohesion Toolkit was launched at the Birmingham Education Partnership (BEP) Conference on 29 September 2016 and an operational plan for schools is now in place, alongside a wide range of resources available on the BEP Hub to enable schools to challenge inequality and deliver on the cohesion agenda.
- 7.3 A new Birmingham Community Cohesion Strategy is being developed in collaboration with the Birmingham Community Safety Partnership and a wider range of national and local partners, including Birmingham Race Action Partnership, West Midlands Police, Birmingham Education Partnership, Citizens UK, the Muslim Women's Network and the NHS. The strategy is intended to sit under the city vision, on which work was also initiated at a symposium bringing together the leaders of the key anchor institutions in the city on 13 October. As it has been agreed that both the city vision and cohesion strategies need to engage as wide a range of communities and citizens as possible, it is expected that this work will be ongoing for the next 6 months.

8. **Inclusion Commission**

- 8.1 An Inclusion Commission, chaired by Professor Geoff Lindsay, is now underway to ensure clear pathways to sustainable inclusion are established. It has wide representation from across the city and is working closely with DfE Advisers. Current performance level: 100% of EHCPs have been delivered within the 20 week limit for the last four months.
- 8.2 The Commission, which will provide strategic direction for the SEND agenda, held its first meeting on 6 October. Its workstreams cover:
- Social Emotional and Mental Health
 - SEN Assessment
 - High Needs Funding
 - Specialist Provision
 - SEN Support
 - Preparation for Adulthood
- 8.3 There will also be a SENAR ICT Project, which will focus on improved data intelligence to inform service delivery.

9. **Other education/ schools activity**

- 9.1 The Council is developing a stronger **partnership approach** with BEP and Services for Education, both education charities established in the city, aiming at further developing the school-led system with the Council providing fewer services directly. The Council is strongly supporting collaboration between schools and to that end *Changing Times* (https://www.birmingham.gov.uk/downloads/download/925/changing_times_report), strongly driven by contributions from MATs, dioceses and co-operatives in the city, was launched at the BEP Conference in September. Future partnership arrangements for the delivery of education services will include less direct delivery from the Council and more co-design and co-delivery with relevant partners and services across the city.

- 9.2 **Travel Assist:** Following a summer focused on solving a number of issues, a review and redesign of the service to create positive independence is underway. A new Head of Service has been appointed and will lead the redesign.
- 9.3 **Fair Access and In-Year Admissions:** A new co-construction approach, with head teachers, in the delivery to fair access and in-year admissions is being developed. This will ensure all children's needs are being addressed. The short term issues of schools being reluctant to admit in-year and increased demand are leading to children being out of school for longer than we would like and significant resource pressures. It will be a challenge to secure full buy-in from all schools to a new approach.
- 9.4 Education are now fully involved in the new **Children's front door** CASS (Children's Advice and Support Service) and the Multi-Agency Safeguarding Hub (MASH). This is improving partner referrals (education being the biggest referrer into the MASH). A permanent education officer is currently being appointed to replace the current interim arrangements.
- 9.5 The internal **NEET** Action Group is being expanded to include colleagues from Children's Social Care, including Corporate Parenting, Looked After Children and Children Leaving Care.
- 9.6 Procurement of a lead organisation to deliver the **Early Years health and wellbeing offer** will extend and embed partnerships between education, health, social care and the third sector. The procurement process has led to two potential lead organisations currently developing their bids and evaluations of the bids will be completed in January 2017 with a target date for contract start in September 2017.
- 9.7 The Education Improvement and Service Plan outlines the key priorities and performance indicators for 2016/17. A **performance-led approach** to drive improvements and monitor progress has been established, with each service completing a performance dashboard and scorecards against their key indicators. These tools are being used to visualise progress against service and improvement plans, alongside articulating key risks and issues to monitor and manage.
- 9.8 **School places:** 27 classes across primary, the new Starbank all through school and the relocated Pines school all opened at the start of September as a result of the incredibly successful delivery of the schools capital programme. Closer working with the Regional Schools Commissioner is underway to plan for additional secondary places, aligning expansion of local schools and the new Free Schools programme to meet Basic Need without creating oversupply.
- 9.9 **Independent schools**

The first forum for Independent Schools and Alternative Providers was held at Birmingham City Football Ground on 3 November. Senior officers from the Council briefed fifty delegates comprised of Headteachers and Designated Safeguarding Leads. The briefings covered statutory requirements for keeping children safe in education, new guidance on children missing education, the 2016/17 Section 175 self-assessment, alternative provision and quality assurance, Designated Safeguarding Lead training, Rights Respecting Schools and school admission procedures. Delegates welcomed the question and answer sessions which enabled officers to clarify questions on Children Missing Education and School Admissions. The briefing finished with delegates being nominated to be safeguarding representatives for the Safeguarding Education Sub-Group of the Birmingham Safeguarding Children Board. There was

excellent feedback on the briefing. The independent forum will complement the well-established and valued Primary and Secondary forums.

10 **Summary statement**

Although there are still significant challenges ahead, it is pleasing to note many of the improvements cited in the Ofsted inspection report. It is particularly pleasing to note we have moved up a notch in three out of five Ofsted areas of judgement. This demonstrates that the Council is well on track to moving out of inadequate and that over the last two years solid foundations have been secured and improvements are being realised. This administration is not complacent and it is recognised that improvement like this takes time and tenacity. The proposed voluntary Children's Trust arrangements, with Andrew Christie as the Chair, provide confidence in this improvement continuing. Our focus in coming months will be on ensuring that excellent practices that are being embedded and the improvements made are further developed and consolidated.

Report to the Schools, Children and Families Overview & Scrutiny Committee

7 December 2016

Multi-Agency Safeguarding Hub (MASH) and Children's Advice and Support Service (CASS)

Purpose of the Report

To brief the Committee on the Children's Advice and Support Service (CASS) and the Multi-Agency Safeguarding Hub (MASH) arrangements including how these and the assessment and short term intervention teams (ASTIs) are working together.

Recommendation

That Members note the information contained in this report

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Background

The Operating Model for Children's Social Care set out a vision, purpose and social work practice orientation for Children's Social Care. The aim was to provide the most effective intervention in a proportionate and timely way that engages with children and their families. Supported by the 'Right Service Right Time' BSCB service framework, the introduction of ASTIs in April 2015 provided Safeguarding Teams with respite from the competing demands of planned interventions, care proceedings and incoming assessments. Smaller safeguarding teams were introduced, based in localities and working alongside family support teams. At the same time, Children in care teams took over the responsibility for care proceedings providing for a greater focus on the child's journey for children in the care system.

Birmingham's MASH model had been in operation since July 2014. MASH had a notable part to play in the steady improvement to service delivery: a single front door for child protection concerns was established, partnership working at the first point of entry to social care has improved and information sharing arrangements were considerably strengthened

The introduction of ASTIs provided an opportunity to return child protection enquires from MASH to the area teams, ending the anomalous distinction between assessments for children in need and those in need of protection, providing for consideration of context, risks and the potential of the family to engage with services and completing the implementation of the Operating Model. Child protection enquires moved from MASH to ASTIs in February of this year.

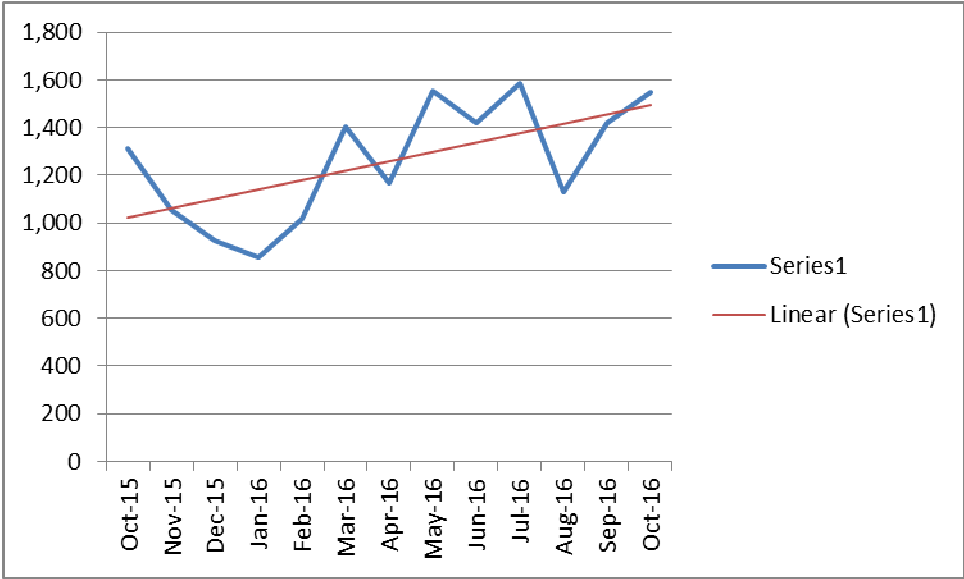
As a result of this it was necessary to redefine the MASH function excluding the child protection enquiry function and also to review the Children's Information and Advice Service (CIAS). The outcome moved enquires about universal services e.g. school places, to the corporate contact centre and introduced Children's Advice and Support Service (CASS) as a single 'front door' responding to concerns about a child and advising on Early Help Support. The value of the multi-agency information sharing hub is fully acknowledged in the Operating Model.

It was agreed that ASTIs would continue to benefit from the multi- agency MASH environment by operating a duty system from there to ensure an immediate response to child protection enquiries. The aim of CASS service is to offer:

- Strong and coherent front door for Early Help and Social Care Intervention
- Triage function which is fully informed by professionals with knowledge and experience of RSRT and the provision available to families in local communities
- Rapid and proportionate response
- Reduce number of "hand offs"
- Clear distinction between contacts and referrals
- Clear distinction between CASS and MASH
- Management of high volume through the system

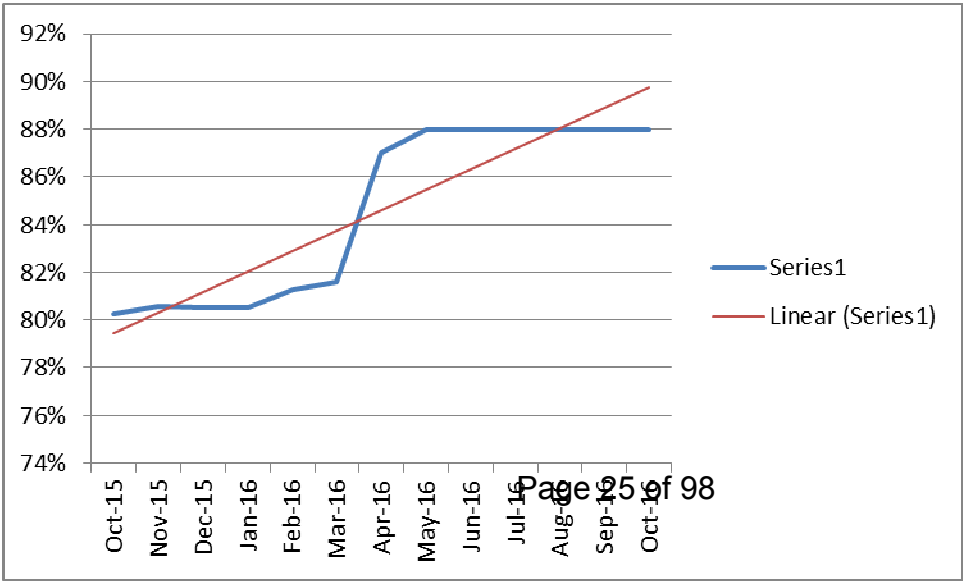
Despite an increase in the number of referrals, see table a) the introduction of ASTIs has significantly improved assessment timescales, see table b). The working relationships between partner agencies and ASTI team managers are also vastly improved. The necessity for information sharing at an early point of decision making is clearer and allocation of work to ASTIs directly from CASS is making more efficient use of staffing resources. Table c) demonstrates re referrals are decreasing slightly and are in line with England average. Nearly half of all contacts made by schools convert to referrals; see table d)

a) No of referrals



| Oct-15 | Nov-15 | Dec-15 | Jan-16 | Feb-16 | Mar-16 | Apr-16 | May-16 | Jun-16 | Jul-16 | Aug-16 | Sep-16 | Oct-16 |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 1,310 | 1,057 | 925 | 854 | 1,018 | 1,405 | 1,168 | 1,556 | 1,418 | 1,584 | 1,130 | 1,419 | 1,547 |

b) % of family assessments completed within timescale



| Oct-15 | Nov-15 | Dec-15 | Jan-16 | Feb-16 | Mar-16 | Apr-16 | May-16 | Jun-16 | Jul-16 | Aug-16 | Sep-16 | Oct-16 |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 80% | 81% | 81% | 81% | 81% | 82% | 87% | 88% | 88% | 88% | 88% | 88% | 88% |

c) % of referrals that are re-referrals within 12 months

| % of referrals that are re-referrals within 12 months (YTD) | | | | | | | | | | | | | |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | Oct-15 | Nov-15 | Dec-15 | Jan-16 | Feb-16 | Mar-16 | Apr-16 | May-16 | Jun-16 | Jul-16 | Aug-16 | Sep-16 | Oct-16 |
| City Total | 26% | 26% | 26% | 25% | 25% | 24% | 20% | 22% | 21% | 22% | 23% | 23% | 23% |

d) Schools'* referrals – attrition by each step

In the period October 2015 – October 2016:

Education made:

- 4,481 contacts - of which
- 2,203 (49%) became referrals - of which
- 1,616 (36%) became assessments - of which
- 736 (16%) became strat discussions - of which
- 459 (10%) became S47 enquiries - of which
- 138 (3.1%) went to an Initial Child Protection Conference

*NB Education may contain more establishments than just schools, however the great majority are schools

Key Issues

The current arrangements took effect on 6th September 2016. Ofsted full inspection began on 12 September, just six days into the new arrangements. Their findings largely reflected the issues we are aware of and are addressing.

Social Care CASS staffing consists of 21 unqualified workers (Referral and Advice officers), 4 team leaders, responsible for their supervision, 18 qualified social workers, 4 social work team managers and a Head of Service who works across CASS and MASH.

The experience of the referral and advice officers is highly variable: 30% are new to the service, 35% formerly worked in CIAS and the remainder were existing MASH staff. Of the 18 QSW, 44% (8) are agency workers. One of the key issues is recruiting suitably skilled and experienced social workers; whilst this is not unique to Birmingham it is resulting in inconsistent standards of practice. Of the four team managers, just one is an agency worker. The quality of their decision-making and oversight is improving. A Family Support team manager has now been seconded into the service to support early help decision making

Volume and demand is high. There is an average of 250 calls and 150 emails each day. The systems and processes are inefficient. A review is underway and additional business support capacity has recently been made available to assist with demand.

Early help advice and support is under-developed and too many partner agencies refer children who could best be supported by universal services. Early help and family support capacity is now in place and it is anticipated this will reduce demand as the appropriate advice and signposting becomes embedded.

Partner agencies are well represented in both CASS and MASH and include Police, Adult Mental Health, Education, Acute and Community Health, Probation and Women's Aid. We have undertaken an analysis of the roles and responsibilities of all partners operating in CASS and the MASH environment. A well represented partnership forum is in place and is in the process of developing a specification for all partners operating across CASS and in the MASH environment.

Conclusions

The introduction of the Operating Model has brought significant benefits in term of staff retention, staff morale and improved quality and timeliness of assessments however Ofsted found cases of drift and delay and some examples of a lack of management grip on decision-making. This was particularly evident in the front-door (CASS and MASH). Changes had been made to the front-door to deal with the high volumes of incoming work more efficiently, but these changes were put in place only the week before Ofsted arrived. We continue to shape and refine front-door systems and processes and volume and demand, staff retention and development, early help support and a clear and coherent partner agency offer are key priorities. We are working closely with partners and with colleagues across Children's Services to embed the new arrangements and to address issues raised by Ofsted.

Report to the Schools, Children and Families Overview & Scrutiny Committee

7 December 2016

Youth Justice Strategic Plan 2016/17

Purpose of the Report

To brief the Committee on the contents of the Youth Justice Strategic Plan 2016/17, taking into account the financial implications and the priority actions identified

Recommendation

That Members note the information contained in this report

The plan was approved by Cabinet on 18th October 2016

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1. Background

- 1.1 The Birmingham Youth Justice Strategic Plan 2016/17 reviews the last 12 months' performance of the Service and its partners, and outlines the priorities for the next 12 months. The Plan also reviews the latest research analysing 'what work's' and sets out the range of evidence based assessments and interventions delivered by the Service and its partners. The Youth Offending Service Management Board has set strategic priorities for the Youth Offending Service partnership for 2016/17 and these are outlined within the Plan. They include maintaining and improving performance against the Youth Justice outcomes especially for those cohorts identified with poorer outcomes, and prioritising the safeguarding of vulnerable children and young people.
- 1.2 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. Overall Birmingham has maintained good performance against the national Youth Justice indicators: reducing first time entrants and reducing re-offending. In relation to reducing the use of custody, Birmingham has a higher than national average custodial sentences, however levels are comparable with other core cities.
- 1.3 As the rate of young people entering the Youth Justice system for the first time continues to fall, the proportion of those with complex needs and presenting more serious risks has risen. Considerable work has been undertaken within the Service to increase awareness of workers as to the risk that a young person can present to themselves. This has enabled staff to put into effect plans to minimise those risk.
- 1.4 Birmingham has continued its good performance in relation to preventing re-offending, sustaining one of the lowest re-offending rates of all core cities for the 12 month cohort July 2012 to June 2013 (latest Ministry of Justice figures) and is below the national average of 1.19.
- 1.5 Priorities within the plan have been informed by feedback from 354 self-assessment surveys completed during 2015/16 by young people, analysing and reviewing performance data and an understanding of 'what works' in achieving outcomes. The Plan also supports key outcomes in relation to improved life chances for vulnerable people and safer communities and identifies those groups performing less well, setting out actions to improve outcomes. The Plan is monitored by the Youth Offending Service Management Board on a quarterly basis.
- 1.6 The Plan outlines the outcome of the most recent multi-agency inspection that took place in January 2016. The inspection was led by HM Inspectorate of Probation and took the form of a 'Short Quality Screening, which focusses on the first three-months of an Order, both Community and Custodial.
- 1.8 47 cases were inspected, including a high percentage of Children in Care cases. Overall, the inspectors found work of good quality with staff well-engaged with the

children and young people under their supervision and their parents/carers and that the Service was working effectively with other agencies involved in their cases. Inspectors also reported that initial assessments were of a good standard; case managers demonstrated good knowledge of, and commitment to, the children and young people under their supervision and good attention was paid to the health and well-being outcomes of children and young people. Areas of improvement identified were in relation to planning and reviewing and management oversight.

2. Key Issues

- 2.1 In the period 01 April 2015 to 31 March 2016, 1995 offences were proven against 892 young people. This resulted in 1394 outcomes. In comparison with the same period in 2014/15, the number of offenders represented a fall of 4.7% (from 936), offences a fall of 0.25% (from 2000) and outcomes a fall of 2.385% (from 1430).
- 2.2 During this period the Service worked with 1369 young people on Court Order and Preventative Programmes, 666 (48.652%) of these were existing clients. This compared with 1515 young people, 677 (44.69%) who were existing clients, in the same period the previous year. This represented a fall of 9.64% over 2014/15. In addition, the Service worked with approximately 1800 parents and siblings under its 'Think Family' responsibilities.
- 2.3 The total number of first time entrants rose between April 2015 and March 2016 to 557 young people, however an increase in the 10 -17 population saw a fall in the rate to 475 per 100,000. This compared with 542 young people (497 per 100,000) in 2014/15. Birmingham performs below the national average but compares favourably with other core cities. Whilst the overall number of young people coming to the attention of the Youth Justice system has fallen, the proportion of those with complex needs and presenting more high risks has risen.
- 2.4 Nationally and locally there has been a rise in the frequency rate for re-offending. However, Birmingham has continued its good performance in relation to preventing re-offending, sustaining one of the lowest re-offending rates of all core cities for the 12 month cohort July 2012 to June 2013 (latest Ministry of Justice figures) and is below the national average of 1.19. Within this cohort were 967 young offenders, the largest across the core cities, with 34.0% re-offending, which was one of the lowest percentages of re-offenders of all core cities and compared with 37.8% nationally.
- 2.5 Birmingham has higher than the national average custodial sentences, although levels are comparable with other core cities. The number of custodial sentences in Birmingham has increased in the 2015/16 period to 110. This compares to 103 custodial sentences in 2014/15. Although the number of custodial sentences slightly increased over 2015/16 this is still a fall from the 157 custodial sentences given in 2012/13 and less than half of the 206 given in 2011/12. The three main offences that resulted in a custodial sentence over the period were Robbery; Breach of Statutory Order; and Violence against the Person.

- 2.6 Young people from Birmingham occupied 2965 remand bed nights between 01 April 2015 and 31 March 2016. This was lower than the 3817 used in 2014/15, and a significant drop from the 6399 used in 2012/13. The Local Authority is responsible for the costs of all remands into secure or custodial institutions. The total cost of the 2015/16 bed nights was just over 70% of the previous year's cost. A total of 56 young people were remanded to the secure estate between April 2015 and March 2016 which was a fall from 59 in 2014/15.
- 2.7 The latest Local Authority returns identified that 40(4.6%) of the 870 children aged 10 or older who had been looked after for more than 12 months had a conviction or were made subject to a Final Warning or Reprimand during the period 1st April 2015 - 31st March 2016, a reduction from 60 (6.8%) in 2014/15. This compares favourably with the national average of 5.19%.
- 2.8 Young People with a history of being looked after were more likely to be sentenced to custody, with custodial sentences comprising 16.12% (39 young people) of all LAC sentencing, compared to 8.51% of those who had never been looked after. Despite the high proportion being sentenced to custody, young people with a history of being looked after only constituted 8.8% of First Time Entrants during the period.
- 2.9 The Youth Offending Service offered Restorative Justice to 425 victims and 216 took up the offer of an intervention. 64 (of those who disclosed their age) were 17 or under. There were high levels of feedback from victims and 99.0% identified that they were satisfied with the service that they received.
- 2.10 The engagement of young offenders into positive Education, Training and Employment (ETE) is an integral protective factor to reduce re-offending and is a priority objective for the Service. The Service continues to use the support of dedicated ETE engagement mentors who are focused on raising young people's aspirations, building confidence and supporting them to engage in ETE. Work with Schools and Education Providers continues to reap rewards with 84.0% of school age young people worked with during 2015/16, being in a suitable education by the end of their court order. It continues to remain a challenge to support our post-16 NEET cohort to secure education, training or employment with only 62.9% of young people about school age being engaged in ETE by the end of their Court Order. The Service has supported the successful bid for increased resources through the Youth Employment Initiative and this will enable more intensive support for our cohort and an enhanced capacity to develop greater links with employers and enhance employment opportunities.
- 2.11 The Plan supports key outcomes in relation to improved life chances for vulnerable people and safer communities and identifies those groups performing less well, setting out actions to improve outcomes.
- 2.12 Black young men continue to be over-represented in both the Criminal Justice system and in the custodial population and young people from a mixed heritage background are also over represented in the Criminal Justice System. Children in Care (CiC) are an especially vulnerable group and their prevalence in the Youth

Justice system is regularly monitored and reported on. The latest Local Authority returns identified that 40 (4.6%) of the 870 children aged 10 or older who had been looked after for more than 12 months had a conviction or were made subject to a Final Warning or Reprimand during the period 1st April 2015 - 31st March 2016, a reduction from 60 (6.8%) in 2014/15. This compares favourably with the national average of 5.19%.

- 2.13 Young people with a history of being looked after were more likely to be sentenced to custody, with custodial sentences comprising 16.12% (39 young people) of all CIC sentencing, compared to 8.51% of those who had never been looked after. Despite the high proportion being sentenced to custody, young people with a history of being in Care of the Local Authority only constituted 8.8% of First Time Entrants during the period. Young people with a history of being looked after were less likely to be in full time ETE at the end of their order (62.3%) than those who had never been looked after (72.0%). Of the young people remanded to the secure estate during the period, 9 (16.0%) were looked after at the time of remand. These young people accounted for 9.0% (269) of the 2,965 remand bed nights during the period.
- 2.14 To ensure that looked after young people 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, work has been ongoing to streamline the case review process across agencies into a single meeting to improve integrated working and avoid unnecessary duplication.
- 2.15 It should also be noted that young white male and female offenders, those in Care, and young people with behavioural, emotional and social difficulties are less likely than other young offenders to be in full time education, training and employment at the end of their Order. The Youth Justice Plan identifies the barriers for these cohorts and highlights progress made, and identifies on-going actions to address performance across partner agencies including education and training providers.

3. Risk and Vulnerability:

- 3.1 The management of young offenders subject to Court Orders is a key responsibility of the Youth Offending Service. The Plan provides updated information on multi-agency arrangements including Integrated Offender Management. The Youth Offending Service chairs a monthly pan-Birmingham Youth Shared Priority Forum (now referred to as ODOC "One Day, One Conversation"). This multi-agency panel ensures that there are robust risk management arrangements in place for those young people assessed as 'Persistent or Priority Offenders' and that concerns are addressed early for those young people in the 'Deter' cohort. Police Offender Managers and Youth Crime Officers play a critical role with the Youth Offending Team officer in ensuring that robust arrangements are in place.

- 3.2 The Service is also responsible for completing 'Risk of Serious Harm to Others' (ROSH) assessments and co-ordinates robust multi-agency plans for these young people. This led to 1466 ROSH assessments being completed on 428 young people and 1111 Risk Management Plans being completed on 497 young people between 01 April 2015 and 31 March 2016 to manage that risk, This compared with 1426 ROSH assessments being completed on 632 young people and 1008 Risk Management Plans being completed on 469 young people in 2014/15.
- 3.3 All young people are screened for issues of Vulnerability and Vulnerability Management Plans. Areas of vulnerability included concerns around Mental Health, Substance Misuse, self-harm or young people assessed as at risk from the behaviour of others. Between 01 April 2015 and 31 March 2016, 1111 Vulnerability Management Plans were completed on 472 young people known to the Service, compared with 984 plans on 436 young people in the previous year. Responses include referrals to Children's Safeguarding Services, Child and Adolescent Mental Health and Substance Misuse (CAMHS) and Alcohol Treatment Services.
- 3.4 The Youth Offending Service provides two part time Senior Social Workers to the Children Advice and Support Service (CASS) environment, which has seen an improvement in the timeliness and quality of Youth Offending Service safeguarding referrals; a greater understanding around Remands to Local Authority Accommodation and Youth Detention Accommodation; an increase in early referrals to the Sexually Harmful Behaviour Team and Youth Offending Service contribution at peer on peer abuse strategy discussions.
- 3.4 All young people continue to be screened on entry to the Service using a 'Strengths and Difficulties' (SDQ) questionnaire. This has enabled greater identification of vulnerable young people and subsequent consultation and referrals to CAMHS workers within the Service. This continues to result in a reduction in the number of serious incidents relating to self-harm.
- 3.5 There is a statutory requirement through the Youth Justice Board for Youth Offending Service to report on incidents and review cases relating to Safeguarding and Public Protection/ serious further offences i.e. when a young person dies whilst under our supervision, including suicide or when there is an attempt suicide or when they are a victim of a serious offence such as murder or rape. The Youth Offending Service also report if a young person supervised by the Service is charged with murder or rape. On these occasions either a Critical Learning Review or a more In-depth Learning Review is carried out in order to identify shortfalls in strategy, policy, resources and practice. Recommendations and an Action Plan are formed in order to address the issues from a multi-agency perspective. Such reviews often feed in to other reviews such as Serious Case Reviews and Management and Thematic Reviews commissioned by the BSCB Child Death Overview Panel and Serious Cases Sub-Committee.

4. Financial Implications:

- 4.1 There continues to be a number of risks associated with the funding streams of the Youth Offending Service from its statutory partners and its other funding sources including the Youth Justice Grant from the Youth Justice Board. The Service's pooled budget for 2016/17 was cut by £543,322, which required a service redesign, resulting in the loss of commissioned resources targeted at vulnerable groups, and a reduction in staffing. Interventions funded by interim transitional funding from the Police and Crime Commissioner of £274,628 will be reviewed in January 2017 to re-align to Community Safety Priorities where possible, to maintain funding. At this point it is not clear any other savings the Service may be required to deliver in the future, however it is working towards achieving further efficiencies, specifically in relation to its buildings.

5. Conclusions

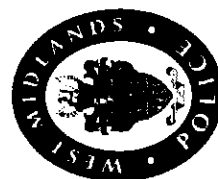
- 5.1 Overall Birmingham is maintaining good performance against the National Youth Justice priorities: reducing first time entrants and reducing re-offending. The reduction in the use of the secure estate remains a volatile indicator. Birmingham has a higher than national average custodial sentences, however levels are comparable with other core cities.
- 5.2 The Youth Offending Service Management Board has set strategic priorities for the Youth Offending Service partnership for 2016/17 and these are outlined within the Plan. They include maintaining and improving performance against the Youth Justice outcomes especially for those cohorts identified with poorer outcomes, and prioritising the safeguarding of vulnerable children and young people.
- 5.3 These priorities have been informed by feedback from 354 recent self-assessment surveys completed by young people, analysing and reviewing performance data and an understanding of 'what works' in achieving outcomes. The Plan is monitored by the Youth Offending Service Management Board on a quarterly basis.

List of Appendices

1. Birmingham Youth Justice Strategic Plan 2016/17.



Birmingham Youth Justice Strategic Plan 2016 - 2017



National
Probation
Service

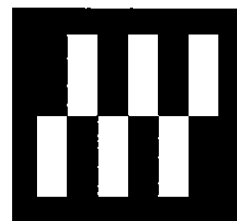


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Introduction to the Youth Justice Plan

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 formulate and implement an annual 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 in partnership to achieve the national Youth Justice strategic objectives which are to:

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

This strategic youth justice plan outlines the governance arrangements, including the role of the Youth Offending Service Management Board, in ensuring the statutory requirements are met. The Board has responsibility for overseeing the performance of the Birmingham Youth Justice Partnership against national and local youth justice 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.

Background

Birmingham is a richly diverse city with a population of over a million people. Birmingham has one of the youngest populations of any European city. The latest 2010 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. 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.

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.

Which support:

- Young people remanded in custody and local authority care, and those requiring intensive bail support in the community;
- 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;
- 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 on the basis that addressing risk factors such as family breakdown, educational underachievement, substance misuse, mental illness and building resilience is the best way to reduce a young person's risk of offending and re-offending. The National Audit Office estimated that, in 2009, offending nationally by all young people cost the economy £8.5 - £11 billion.

Overall Birmingham is maintaining good performance against the three national youth justice indicators: reducing first time entrants; reducing re-offending and reducing the use of the Secure Estate. The number of Birmingham young people who entered the youth justice system for the first time and the number of young people sentenced to custody both continue to fall year on year, and Birmingham performs well for both measures when compared with other Core Cities. Birmingham has sustained one of the lowest re-offending rates (1.02) of all core cities for the 12-month cohort and is below the national average (1.194). Within this cohort were 967 young offenders, the largest across the core cities with 34.0% reoffending, which is the lowest percentage of reoffenders of all core cities and below the national average of 37.8%. However whilst the overall number of young people coming to the attention of the youth justice system has fallen, the proportion of those with complex needs and high risk behaviours has risen.

What Works

Recent HMIP research¹, interviews with young people in the youth justice system and local practitioner intelligence supports the adoption of the principles of desistance training in supporting children and young people to move away from offending.

HMIP considers that desistance practice should take into account the wider social context of children and young people's behaviour and acknowledge the fundamental importance of trusting professional relationships as a medium for change. This includes individual empowerment and offering personalised interventions to each individual 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 change and constructive use of restorative approaches. The research of best practice and outcomes for young people highlights the importance of also 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.

AssetPlus, an assessment and planning framework currently being implemented nationally by the Youth Justice Board, contains materials premised on desistance theory and the practical application of desistance. Birmingham YOS has received this training and has implemented AssetPlus, which will allow the Service to personalise desistance support for children and young people.

Addressing youth violence is a key target of Birmingham YOS and its partners – understanding Risk and Protective factors is fundamental to our approach. Risk and Protective factors occur at the level of the individual, family and peer relationships, the community and society.

Research has identified the risk and protective factors that make youth violence more or less likely to occur and stressed the importance of including protective factors. A series of studies is cited of high risk groups that identify over half will not grow up to engage in serious youth violence and have attributed this to the increased presence of protective factors within an individual or geographical setting reducing the likelihood of youth violence

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, 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

¹ <http://www.justicespectorates.gov.uk/hmiprobation/inspections/desistance-and-young-people/>

impulsivity, commitment of and to school, a warm and supportive relationship with a parent or carer, positive peer relations with positive peers and positive aspiration.

A comprehensive approach for preventing youth violence includes intervening at all levels to address risk factors and generate protective factors. Programmes on parenting, 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 have all shown promise in preventing youth violence. At community and societal level, hotspot policing, community and problem-orientated policing, reducing access to and the harmful use of alcohol, substance misuse programmes and reducing 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 services and interventions informed by research and best practice. A range of these assessments and interventions are summarised below.

Evidence based assessments and interventions include: AssetPlus, AIM2, Triple P Teen, Multi Systemic Therapy, Restorative Justice, Family Group Conferencing; Good Lives; Cognitive Behavioural Therapy; Strengthening Families, Cygnet training, Aggression Replacement Therapy; Dialectical Behaviour Therapy; Motivational Interviewing; Female Gender Specific Interventions.

These are embedded within a model of practice based upon 'Working with Complex Families Training, (Level 4 City and Guilds), which has been delivered to practitioners alongside an equivalent for front line managers. The Birmingham Early Help and Safeguarding Partnership, established in September 2015, has recently adopted the 'signs of safety and wellbeing' framework and this is a key feature of the new Partnership's Early Help family assessment and Family Plan.

The Birmingham YOS has adopted a whole family response under the city's Think Family² approach and are therefore able to engage with young people and their families early, delivering a systematic assessment of the young person within the context of the family, delivering evidence-based interventions within the context of positive service relationships, drawing upon the input of a range of disciplines through seconded staff (mental health, substance misuse, education link mentors, social workers and probation officers and youth crime officers) and creating or supporting access to opportunity (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.

² 'Think Family' is Birmingham's response to the national Troubled Families agenda

Structure and governance

Youth Offending Teams and Services were established under the statutory provisions of the Crime and Disorder Act 1998. The Act sets out the requirement for a local Youth Offending Team comprising 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.

Accompanying the Crime and Disorder Act 1998 was an inter-departmental circular on "Establishing Youth Offending Teams" that set out the requirements for a governing chief officer steering group. In 2004 the YJB published "Sustaining the Success: Extending the Guidance, Establishing Youth Offending Teams", which set down the requirements for steering groups to transfer into governing YOT Management Boards. The role and responsibilities of Youth Offending Teams and their governing Management Boards are regulated by National Standards.

YOT Management Boards are primarily responsible for:

- Providing strategic direction and delivering the principal aim of reducing offending and re-offending;
- Ensuring there is a collective response to preventing and reducing youth crime;
- 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 that children and young people involved in the youth justice system have access to universal and specialist services delivered by partners and other key agencies;
- Ensuring the services delivered reference the responsibility towards victims of youth crime.

Birmingham Youth Offending Service Management Board meets quarterly and is chaired by the Cabinet Member for Transparency, Openness and Equality with the Head of National Probation Service, Birmingham, as Deputy Chair. Board members comprise representatives of each of the statutory partners, in addition to representation of the Chair of the Youth Bench, the Birmingham Voluntary Sector and other local partners including the Head of the Community Safety Partnership.

The Service sits within the People Directorate within the City Council and 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 and Safeguarding 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). Since August 2016, the Assistant Director is also one of 7 senior managers across agencies with specific 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 Intensive Supervision and Surveillance (ISS) Team, a Court, Bail and Remand Team and a Sexually Harmful 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 based in the Service including an accommodation officer (St Basils), substance misuse staff (Aquarius), training and employment mentors (SOVA) and a specialist in working with child sexual exploitation (Barnados).

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 Early Help and Safeguarding Partnership
- Safeguarding Children's Board
- Birmingham Community Safety, Police and Crime Board
- NEET Action Group
- Strategic Child Sexual Exploitation Sub Group
- Police and Schools Panels
- Substance Misuse Strategy and Commissioning Group
- Integrated Offender Management Strategic Group
- Prevent Strategy Group

During 2015/16 the Service has continued to build on partnership working by:

- Continuing to second a case manager into the Multi-Agency Gang Unit 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 is continuing to attend the city-wide School and Police Panels and working 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 defined under the agreement including Department of Work and Pensions staff, to promote training and employment opportunities for young adults and parents within families;
- Working closely with colleagues in the Economy Directorate of BCC to support the Youth Employment Initiative. In 2016/17 this will enable the co-location of 10 employment mentors to work intensively with young people who are NEET and in the Youth Justice system, developing partnerships with employment and training providers, thereby increasing the opportunities for young people through apprenticeships and other placement provisions, to improve outcomes;
- Delivering a restorative justice project with Centro aimed at young people who commit minor offences whilst on public transport;
- Seconding a worker into the Special School Consortium to continue to develop work under a 'Pathfinder' pilot with external funders and the University of Birmingham, aimed at preventing and reducing offending by this cohort.
- Resourcing a senior worker from the Service into the partnership arrangements at the 'front-door' Children's Advice and Support Service in order to share information relating to risk and vulnerability and to joint plan.

Review of 2015/2016 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.

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. The Service also contributes to the Community Safety Partnership Strategic Partnership 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 Raise (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 many 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. Bi-monthly case file audits led by Team Managers;
3. Audits of all cases where the young person has been re-arrested.
4. Quarterly performance reviews attended by the lead Assistant Director;
5. Feedback from other service and thematic inspections to the YOS Management Board.

Young people and their families

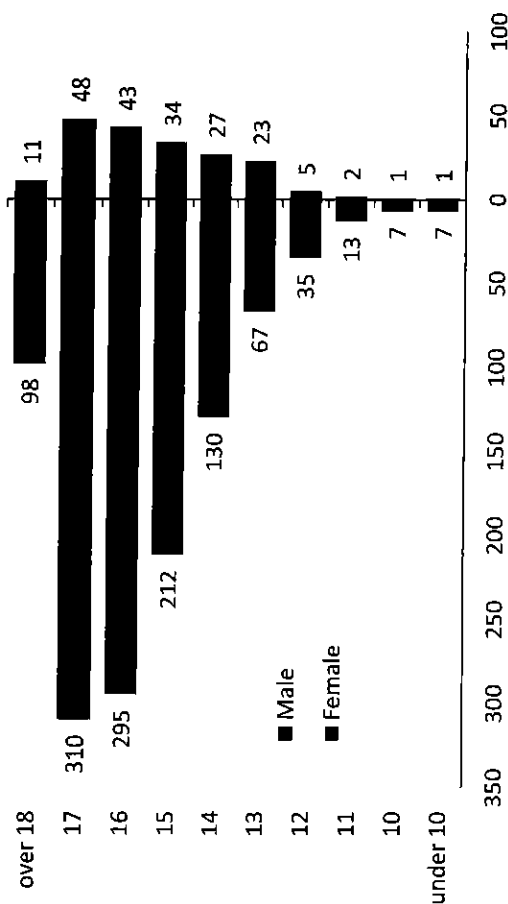
In the period April 2015 to March 2016 the Service worked with 1369 young people on court ordered and preventative programmes, 666 (48.65%) of these were existing clients. This compared with 1515 young people, 677 (44.69%) who were existing clients, in the same period the previous year. This represented a fall of 9.64% from 2014/15.

In addition, the Service worked with approximately 1800 parents and siblings under its 'Think Family' responsibilities.

Age and gender

In terms of the age and gender of the young people worked with during 2015/16, figure 1 shows that the majority of young people worked with were male (1174, 85.76%). Females accounted for 195 clients (14.24%). These proportions were very similar in the previous year.

17 year olds were the most prevalent age in the Service's caseload. This was the same in the previous year.



Ethnicity

Those young people from a Black or Black British, or Dual Heritage remain over-represented as a proportion of the clients that the Service works with, 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 programmes promote better behaviour by young people, which is reinforced by the compliance and breach procedures. Group work establishes the opportunity for all young people to interact in a positive manner and Restorative Justice approaches ensure that victims are supported and young offenders can take responsibility for their actions. 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.

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.

| Ethnicity | Young People | | Total Population | |
|---------------|--------------|------------|------------------|------------|
| | Number | Percentage | Number | Percentage |
| White British | 39,459 | 33.5% | 279 | 20.3% |

| | | | | |
|--------------------------------|---------|-------|------|-------|
| Black or Black British | 12,633 | 10.7% | 268 | 19.5% |
| Chinese or other ethnic groups | 2,804 | 2.4% | 35 | 2.6% |
| White | 9,936 | 8.4% | 151 | 10.8% |
| Asian | 53,042 | 45.0% | 636 | 46.2% |
| Grand Total | 117,874 | | 1369 | |

Figure 2: Ethnicity of clients worked with, 01 April 2015 – 31 March 2016

Performance against the three Youth Justice priorities

Reducing the number of first time entrants

First time entrants (FTEs) are classified as 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 local population.

While the total number of first time entrants rose between April 2015 and March 2016 to 557 young people, an increase in the 10-17 population³ saw a fall in the rate to 475 per 100,000. This compared with 542 young people (497 per 100,000) in 2014/15.

951 Community Resolutions were issued in the 12 month period; these do not count as substantive outcomes and therefore do not feature in the First Time Entrants figures. All Community Resolutions are however, assessed with the Police at a Joint Decision Making panel to identify whether the young person and/or their families 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

The majority of first time entrants were aged 15-17, with 44.6% aged 16 or older. 99 (17.7%) of first time entrants were female. The most prevalent offences amongst first time entrants were Violence against the Person, Theft and Handling Stolen Goods, and Robbery offences.

Of the outcomes given to first time entrants, 46.9% received pre-court outcomes, 43.2% first-tier outcomes, 7.8% community penalties, and 2.2% were sentenced to custody.

Nationally, the number of FTEs in the youth justice system has continued to fall since it peaked at 110,784 in the year ending March 2007. In the year ending

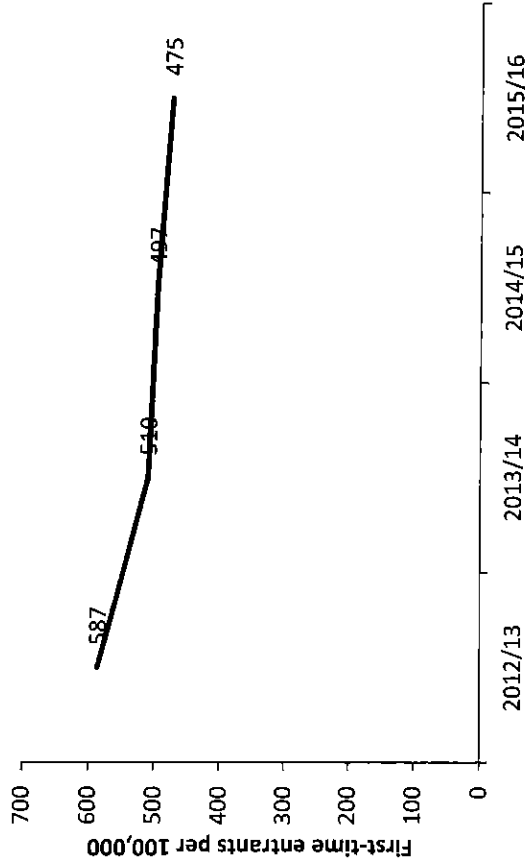
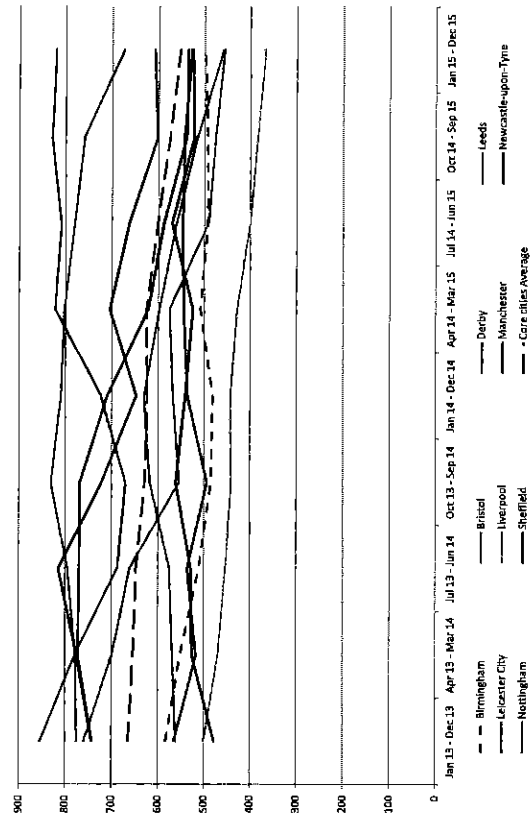


Figure 3: First-time entrants per 100,000 by year, 2012/13 – 2015/16



March 2015 there were 20,544 FTEs. This represents a fall of 82% since the peak numbers of FTEs.

In comparison with other Core Cities, Birmingham's rate has remained in the lower half of cities and has remained lower than the average for Core Cities over the last 3 years. The Core Cities average between calendar year 2013 and 2015 (the latest for which comparator data is available) fell from 665 per 100,000 to 554 per 100,000 a reduction of 16.6%. Over the same period, Birmingham figures fell from 584 per 100,000 to 499 per 100,000, a reduction of 14.5%.

Figure 4: First time entrants 2013 – 2015, Core Cities

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, reprimand or warning in the one year follow up or a further six months waiting period.

Nationally there has been a rise in the frequency rate for re-offending and analysis that young people in the Youth Justice System have more complex and challenging needs is mirrored locally. However, Birmingham has sustained one of the lowest re-offending rates (1.02) of all core cities for the 12 month cohort July 2012 – June 2013 (latest Ministry of Justice figures) and is below the national average of 1.19.

Within this cohort were 967 young offenders, the largest across the core cities, with 34.0% re-offending, which was one of the lowest percentages of re-offenders of all core cities and compared with 37.8% 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;

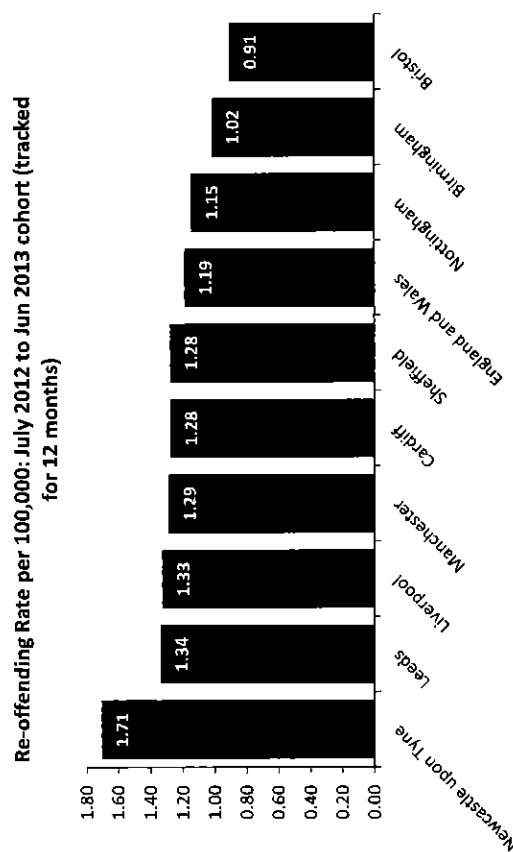


Figure 5: Average number of re-offences per offender, July 2012 – June 2013

-
4. Looked After status;
 5. Having a large number of previous outcomes;
 6. Young people at risk of gang affiliation

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 Looked After Children, services for young people on the autistic spectrum (specifically for those at risk of child sexual exploitation) and intensive mentoring to support engagement in education, training and employment. Robust transition arrangements with the Probation Trust for all young people approaching 18 are continuing to enable reductions in re-offending to be maintained into the adult system.

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 higher custodial sentences than the national average, although levels are comparable with other core cities. The number of custodial sentences in Birmingham has increased in the 2015/16 period to 110. This compares to 103 custodial sentences in 2014/15.

The majority (94.5%) of young people sentenced to custody were aged 15-17 and young people of either Black or Black British ethnicity or dual heritage backgrounds remain over-represented. 3.09% of those sentenced to custody were young females.

The offence categories most likely to lead to custody were Robbery (34, 31.2%); Violence Against the Person (23, 21.1%); and Breach of Statutory Order (16, 14.7%), which together accounted for 67.0% of custodial sentences during the period.

Of the 110 custodial sentences made, 28 (25.45%) received up to 6 months detention, 40 (36.36%) from 6 months to 12 months and 42 (38.18%) over 12 months. This compares with 16 (15.53%), 46 (46.66%) and 41 (39.81%) respectively in the previous year, showing a distinct change in sentencing patterns favouring shorter sentences over those of medium length.

The Service has an intensive alternative to custody programme, Intensive Supervision and Surveillance programme (ISS), 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. During the period, 79 young people started on an ISS programme. Over the whole year, 207 young people were worked with by ISS on community-based programmes.

Remand bed nights

In December 2012 the Legal Aid Sentencing and Punishment of Offenders Act 2012 came into force. This introduced significant changes affecting remands:

- 17 year olds were made subject to the same remand framework as 12-16 year olds, meaning that they could be remanded into Local Authority Secure Children's Homes (LASHCs) or Secure Training Centres (STCs) if deemed vulnerable;
- All 12-17 year olds subject to a secure remand now automatically have Looked After Children status;
- From 1st April 2013, funding for all secure and custodial remands was devolved to Local Authorities.

| | Custodial sentences, 100 April 2015 – 30 April 2016 | 10-17 population | Ratio per 100 10-17 population |
|-------------------|---|------------------|--------------------------------|
| Birmingham | 110 | 117,343 | 0.94 |
| Bristol | 26 | 34,983 | 0.74 |
| Leeds | 30 | 64,225 | 0.47 |
| Liverpool | 33 | 36,724 | 0.90 |
| Manchester | 51 | 44,101 | 1.16 |
| Newcastle | 24 | 22,939 | 1.05 |
| Nottingham | 23 | 25,766 | 0.89 |
| Sheffield | 11 | 48,475 | 0.23 |
| England and Wales | 1818 | 4,885,713 | 0.37 |

Figure 6: Comparison of custody rates between Core Cities, April 2015 – March 2016.

Young people from Birmingham occupied 2965 remand bed nights between 01 April 2015 and 31 March 2016. This was lower than the 3817 used in 2014/15, and a significant drop from the 6399 used in 2012/13. The total cost of the 2015/16 bed nights was just over 70% of the previous year's cost. A total of 56 young people were remanded to the secure estate between April 2015 and March 2016 which was a fall from 59 in 2014/15.

| Establishment type | 2014/15: Number of bed nights | 2015/16: Number of bed nights | Difference |
|--------------------|-------------------------------|-------------------------------|------------|
| LASCH | 0 | 78 | +78 |
| STC | 929 | 276 | -653 |
| YOI | 2,888 | 2,611 | -277 |
| Overall | 3,817 | 2,965 | -852 |

Figure 7: Number of bed nights, comparison 2014/15 – 2015/16

An analysis of the remand data for 2015/16 identified that:

- The overall average length of a remand episode was 43.6 days (down from 51.6 days in 2014/15), with the average episode for those remanded to STCs (51 days) longer than for those remanded to YOIs (45.3 days).
- 98.2% (55 young people) of the remanded population were male.
- 25.0% (17 young people) were Black or Black British, compared to 10.72% of the local 10-17 population. These young people accounted for 25.2% of bed nights. This was an increase of 16 young people over the previous year.
- 69.1% of remand episodes during the period were made in response to offences with a gravity score of 6 or above.
- Robbery was the most common offence for which young people were remanded, accounting for 33.8% of remands, with violence and domestic burglary offences leading to a further 23.5% and 11.7% of episodes respectively.
- 50.0% of remands were in relation to those aged 17: a cohort who previously could only be remanded to a YOI
- 1.5% of these were bed nights spent by 17 year old young men in STCs, which identifies issues relating to vulnerability and safeguarding.

During the same period, 19 young people were remanded to Local Authority Accommodation for a total of 752 nights as an alternative to a secure remand. The Service provided Bail Supervision and Support to 27 young people for 1858 nights, and 26 young people were given an Intensive Supervision and Surveillance Bail programme for 1263 nights

Inspection

During 2015/2016 the Service was subject to a Short Quality Screening Inspection of the quality of youth offending work by HM Inspectorate of Probation. 47 cases were inspected and overall, the inspectors found work of good quality with staff well-engaged with the children and young people under their supervision and their parents/carers and that the Service was working effectively with other agencies involved in their cases.

Key strengths identified were:

- PSRs and Referral Order panel reports, and assessments of why children and young people had offended, were of a good standard.
- Case managers demonstrated good knowledge of, and commitment to, the children and young people under their supervision.
- Good attention was paid to the health and well-being outcomes of children and young people.
- Children and young people and their parents/carers were involved in the assessment and planning of work with them.
- The quality of reports provided to youth offender panels in the Referral Order cases inspected was of a high standard.
- However, while some initial panel meetings were held promptly following sentence, others were delayed. A shortage of panel members and availability of venues were contributory factors to delays.

Areas requiring improvement identified were:

- Staff and managers should ensure that in all cases, where required, there is sufficient planning and review of work to manage the risk of harm to others and the safeguarding and vulnerability of the child or young person.
- Managers should ensure that in all cases there is effective oversight of the quality of work to address the risk of harm to others, and the safeguarding and vulnerability of children and young people.
- The YOS should ensure referral order panels are held promptly following sentence.

An action plan is in place to address all areas identified as requiring improvement in the Inspection.

Safeguarding

The Youth Offending Service continues to execute its duties under Section 11 of the Children Act (2004), which places a number of duties on the YOS (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 YOS 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
- Speech and Language training;
- Gangs;

Over the previous 12 months, the Multi-Agency Safeguarding Hub (MASH) has re-located its child protection teams to within the three locality Assessment and Short Term Intervention (ASTI) teams. The MASH is focussed around creating the clear distinction between the "Front Door" and MASH. Children's Advice and Support Service (CASS) is a multi-agency front door using the principles of Right Service Right Time and referring into MASH when necessary. The Youth Offending Service provides two part time Senior Social Workers within the MASH environment, 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 Sexually Harmful Behaviour Teams;
- YOS attendance at peer on peer abuse strategy discussions;

All young people are screened for issues of vulnerability. Between 01 April 2015 and 31 March 2016, 1111 Vulnerability Management Plans were completed on 472 young people known to the Service, compared with 984 plans on 436 young people in the previous year. Responses include referrals to Children's Safeguarding Services, Child and Adolescent Mental Health and substance misuse and alcohol treatment services.

As the Service implements AssetPlus from September 2016, assessments will focus around the assessment of safety and wellbeing. Given AssetPlus is a more comprehensive assessment tool than ASSET, safeguarding assessments within the YOS will also become more robust.

An Assistant Head of Service has named responsibility for attending and supporting the work of key Birmingham Safeguarding Children's Board subgroups:

- Serious cases;
- Child Death Overview panel and;

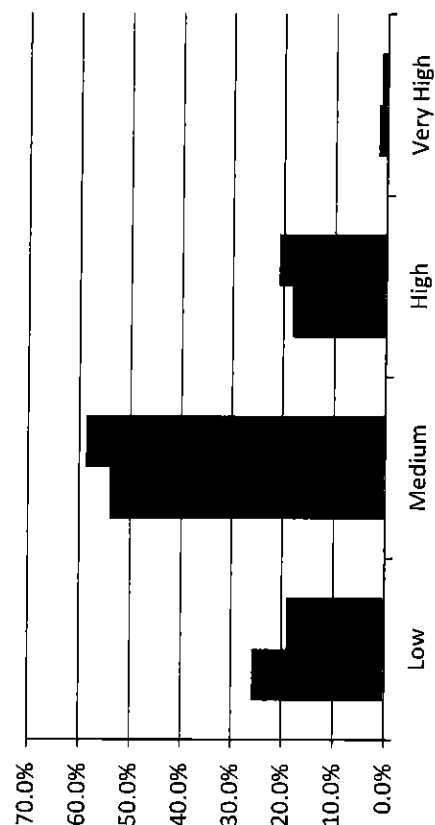
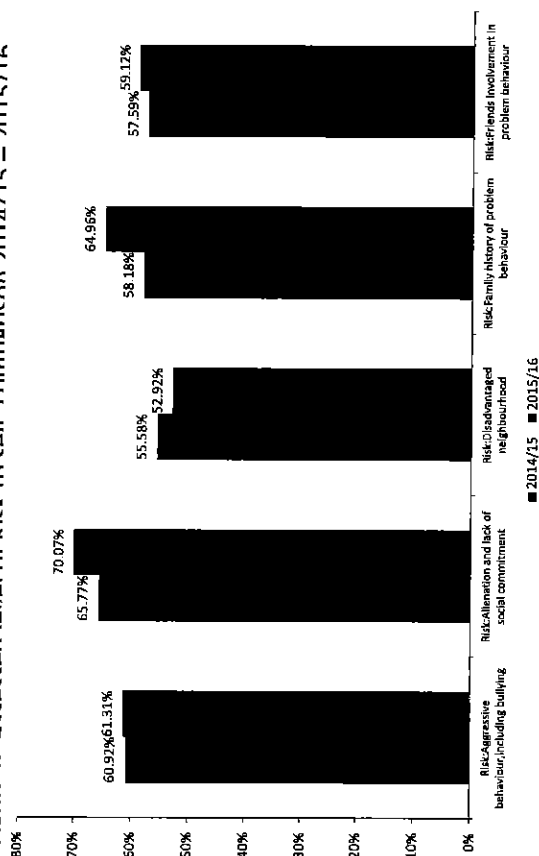


Figure 8: Assessed level of risk 2014/15 and 2015/16



- 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 core assessment, analysis has identified the incidence of the risk factors within the assessments completed.

For the young people worked with during the period April 2015 – March 2016, 5 risk factors were identified as each, in turn, affecting over 50% of the young people. The most common risk factors were broadly similar to those identified as affecting the young people worked with during April 2014 – March 2015.

For the young people sentenced to custody between April 2015 and March 2016, additional risk factors – each in turn affecting over half of the cohort – included: Figure 9: Significant risk factors, comparison 2014/15 – 2015/16
availability of drugs; lack of commitment, including truancy; parental involvement in/attitudes condoning problem behaviour and poor parental supervision and discipline.

The average Asset scores for young people sentenced to custody were higher in every category than those for young people who received non-custodial sentences.

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 worked with between April 2015 and March 2016, 96.6% of those assessed were judged to have at least one protective factor.

Children in Care (Looked after children)

National figures have evidenced that children in care are disproportionately represented in the criminal justice system and have made recommendations on the use of restorative justice as an alternative form of behaviour management for minor offences. The latest Local Authority returns identified that 40⁴ (4.6%) of the 870 children aged 10 or older who had been looked after for more than 12 months had a conviction or were made subject to a final warning or reprimand during the period 1st April 2015 – 31st March 2016, a reduction from 60 (6.8%) in 2014/15. This compares favourably with the national average of 5.19%, and has been supported by Police and Crown Prosecution Service practices to reduce criminalisation of young

| | Number of young people served with 2015 - 2016 |
|----------|--|
| Current | 164 |
| Previous | 79 |
| Never | 1126 |
| Overall | 1369 |

⁴ https://www.gov.uk/government/statistics/outcomes-for-children-looked-after-by-local-authorities/SFR34_2015_Local-authorities-Tables-After-status-of-offenders-worked-with,-April-2015-March-2016

people in care for minor offences such as criminal damage.

Looked after children (LAC) are an especially vulnerable group and their prevalence in the youth justice system is regularly monitored and reported upon. Figure 10 shows that 243 young people were currently or had previously been looked after at the point of receiving a substantive outcome in 2015/16.

Young people with a history of being looked after were more likely to be sentenced to custody, with custodial sentences comprising 16.12% (39 young people) of all LAC sentencing, compared to 8.51% of those who had never been looked after. Despite the high proportion being sentenced to custody, young people with a history of being looked after only constituted 8.8% of First Time Entrants during the period. Young people with a history of being looked after were less likely to be in full time ETE at the end of their order (62.3%) than those who had never been looked after (72.0%). Of the young people remanded to the secure estate during the period, 9 (16.0%) were looked after at the time of remand. These young people accounted for 9.0% (269) of the 2,965 remand bed nights during the period.

To ensure that looked after young people 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, work has been ongoing to streamline the case review process across agencies into a single meeting to improve integrated working and avoid unnecessary duplication.

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 YOS to coordinate services for the young person to reduce risk and vulnerability.

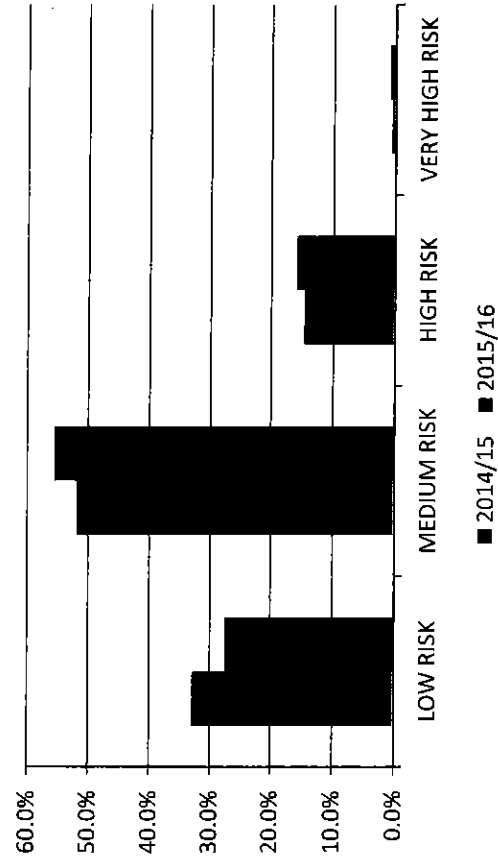
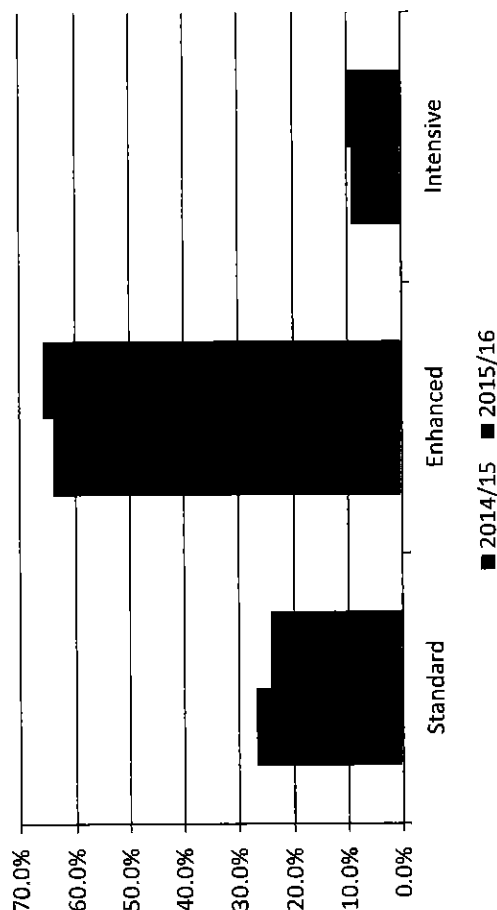


Figure 11: Assessed level of Risk to others, comparison 2014/15 – 2015/16

Compared with 2014/15, 2015/16 saw an increase in the proportion of the Service's caseload presenting a risk to others. As the overall number of young people coming to the attention of the criminal justice system has fallen, the proportion of those with complex needs and presenting more serious risks has risen. This is further underlined when the assessments of risks that young people pose to themselves is looked at where there are significant increases in the number of young people posing medium and high risk to themselves.



The Scaled Approach lays down, within National Standards, the levels of contact that each young person will be subject to and each young person is set an 'intervention level' which is regularly reviewed.

Compared with 2014/15, 2015/16 saw an increase in the proportion of young people being assessed on the Enhanced and Intensive levels of intervention. These require higher contact levels than the Standard intervention level.

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.

The Service is represented within the Integrated Offender Management (IOM) Board, Strategic IOM Subgroup and IOM Operational meetings to ensure that the Youth ODOC (One Day One Conversation), a 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.

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 to address concerns at an early stage and divert escalation into persistent offending and entrenchment.

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

Over the next 12 months, there are plans to engage families and parents within this cohort, with a structured format around notifying parents and young people if a child has been adopted and de-selected in writing, as well as providing regular updates around positive progress or escalations of concerning behaviour.

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) chaired by a senior probation officer (Violent Offenders) and a senior Police officer (Sexual Offenders).

The Service is responsible for completing 'Risk of Serious Harm to Others' (ROSH) assessments and co-ordinates robust multi-agency plans for these young people. This led to 1466 ROSH assessments being completed on 428 young people and 1111 Risk Management Plans being completed on 497 young people between 01 April 2015 and 31 March 2016 to manage that risk. This compared with 1426 ROSH assessments being completed on 632 young people and 1008 Risk Management Plans being completed on 469 young people in 2014/15.

Summary of 2014/15 priorities

| Outcome | Measure | Target for 2015/16 | Outcome (2015/16) |
|--|--|------------------------------|-------------------------------|
| Reduce first time entrants (FTE) to the Youth Justice system | First time entrants to youth justice system (per 100,000 children) | 5% Improvement | |
| Reduce Recidivism | Reduction in re-offending | Maintain current performance | |
| | Reduce or maintain national average | | |
| | Reduction in re-offending rates for ODOC/MAPPA clients | New target | 47 young people to be tracked |

| Outcome | Measure | Target for 2015/16 | Outcome (2015/16) |
|--|--|--|-------------------|
| 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 | |
| | Reduction in number of young people remanded to the Secure Estate | 5% Improvement | |
| | Increase percentage of young people successfully completing ISS | 10% Improvement | |
| | Young people looked after for more than 12 months given a substantive outcome | Performance to be equal or better than national average. | |
| Reduce the number of LAC in the YJS and re-offending by this group | Percentage of LAC young people in suitable ETE provision | 5% Improvement | |
| | Reduction in number of LAC who re-offend | LAC re-offending congruent with city population | |
| | Improvement in proportion of LAC with arranged accommodation before release | Maintain | |
| | Percentage of young people of school age engaged in full time education at conclusion of order. | Increase performance to 82.4% | |
| Increase the number of young people in the YJS engaged with ETE | Number of young people post-school age engaged in full time ETE at conclusion of order | Increase performance to 75% | |
| | Distance travelled (improved) measurements pre and post order | 10% Improvement | |

| Outcome | Measure | Target for 2015/16 | Outcome (2015/16) |
|--|---|-------------------------|-------------------|
| Safeguarding & Risk Management | Reduced vulnerability and risk levels pre and post intervention amongst young people within the youth justice system | 5% Improvement | |
| Improved Youth Justice Outcomes for BME young people | Proportion of Black and Black British young people with improved youth justice outcomes reduces to average or below average population levels | 5% improvement 7.38% | |

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 2015 to 31 March 2016, 1995 offences were proven against 892 young people. This resulted in 1394 outcomes. In comparison with the same period in 2014/15, the number of offenders represented a fall of 4.7% (from 936), offences a fall of 0.25% (from 2000) and outcomes a fall of 2.385% (from 1430).

Community Resolutions

Over the past few years, as detailed above, 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 as 'a common sense alternative' to pursuing formal action saving a huge amount of officer time. This also prevents young people who commit minor offences from getting a formal criminal record which may disadvantage them in the future e.g. employment opportunities. The Service receives and assesses all Community Resolutions which are subsequently sent through to a joint decision making panel comprising YOS case managers and Police who agree intervention to meet any assessed need.

In the period, 951 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 (2345 disposals), Community Resolutions account for 40.5% of disposals relating to young people in this period. This is a decrease from 42.1% in the same period the previous year.

Offences by type

The offence categories with the highest prevalence of offending were:

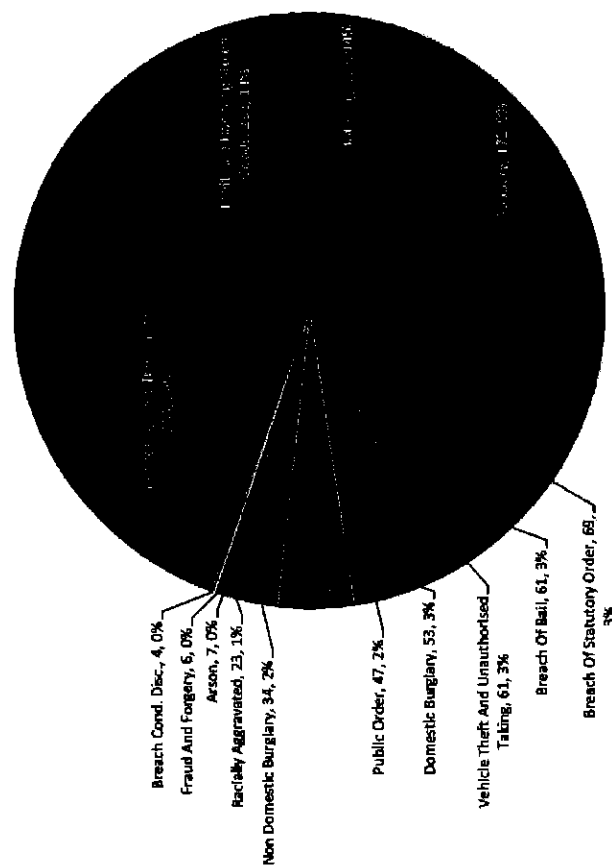


Figure 14: Proven offences by type, 01 April 2015 – 31 March 2016

| Offence types | 2014/15 | 2015/16 | % change |
|---------------------------------|---------|---------|----------|
| Violence against the person | 508 | 555 | 9.25 |
| Theft and handling stolen goods | 294 | 282 | -4.08 |
| Motoring | 216 | 278 | 28.7 |
| Robbery | 176 | 172 | -2.27 |

Figure 13: Offences with the highest prevalence, 2014/15 – 2015/16

- Violence against the person;
- Theft and handling stolen goods;
- Motoring offences

This was the same as in 2014/15. Robbery continues to show a small reduction in prevalence whilst Motoring offences have shown an increase. This has mainly been for No Insurance and No Licence offences and preliminary analysis with Police colleagues is identifying this to be linked with on-going Police action targeting nuisance bikers. Whilst it is the anti-social behaviour aspects that are causing the complaints, West Midlands Police are using criminal legislation to seize the nuisance bikes. Further analysis is on-going to identify the reasons for the increase in offences of

violence against the person. Overall, the 1995 proven offences were broken down as shown in figure 14.

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 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 2015/16 local figures (Figure 13) show a peak at 16 years for young men and 15 years for young women.

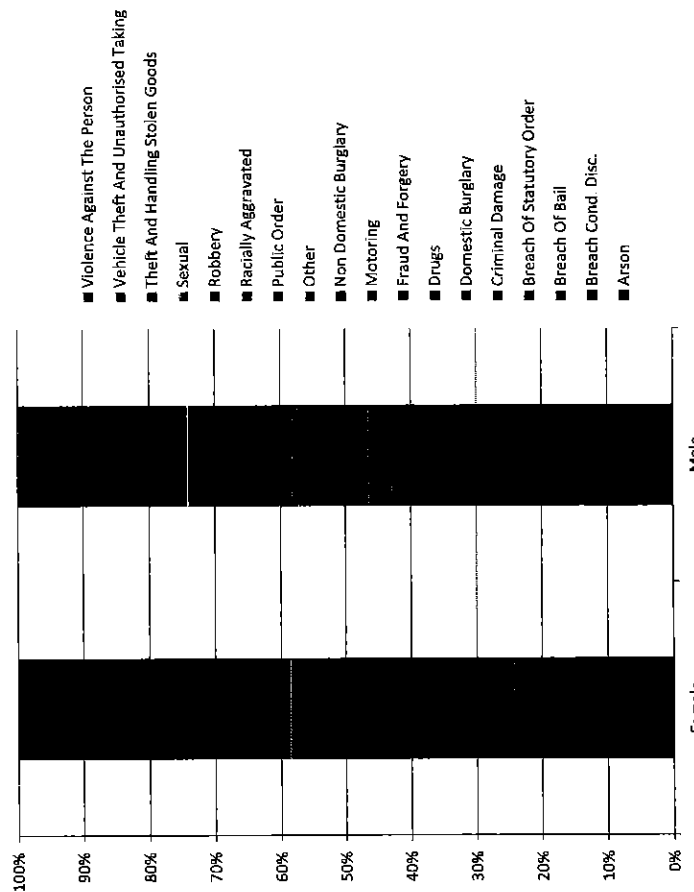


Figure 16: Proven offences by age and gender, 01 April 2015 – 31 March 2016

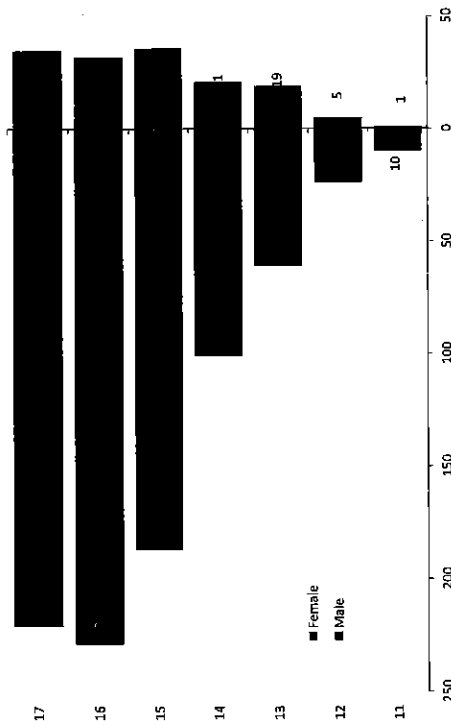


Figure 15: Proven offences by age, 01 April 2015 – 31 March 2016

Offending remains a predominantly male activity. Young men accounted for 748 (83.86%), and young women 143 (16.03%) of the 892 young people who had offences proven against them in 2015/16. In 2015/16, of the 1995 proven offences committed, 1742 (87.32%) offences receiving a substantive outcome were committed by young men, 251 (12.58%) by young women. This gives a rate of 2.33 offences per person for males and 1.76 for females.

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. The difference between the genders in all offence categories is shown in figure 16.

Ethnicity

The most recent data⁵ to breakdown the 10 – 17 population by ethnicity has been used to analyse the number of offenders with proven offences in 2014/15 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. However, comparison with 2014/15 show that offenders from Black or Black British background increased from 18.5% in 2014/15 to 21.2% in 2015/16.

A range of actions are being taken by the Partnership to reduce the over representation of Black young males, 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 10 - 17 offending population |
|-------------------------------|------------------------|-------------------------|---------------------|-----------------------------------|
| Asian or Asian British | 39,459 | 33.5% | 188 | 21.1% |
| Black or Black British | 12,633 | 10.7% | 189 | 21.2% |
| Chinese or other ethnic group | 2,804 | 2.4% | 28 | 3.1% |
| Mixed | 9,936 | 8.4% | 97 | 10.9% |
| White | 53,042 | 45.0% | 382 | 42.8% |
| Not Recorded | | | 8 | 0.9% |
| Total | 117,874 | | 892 | |

Figure 17: 10 – 17 years of age population: Number of offenders with proven offences by ethnicity, 01 April 2015 – 31 March 2016

⁵ Office of National Statistics Census 2010

Outcomes

In respect of the 1995 offences proven between 01 April 2015 and 31 March 2016, 1394 outcomes were made. Of those outcomes, 1201 (86.15%) were made on young men and 192 (13.77%) on young women.

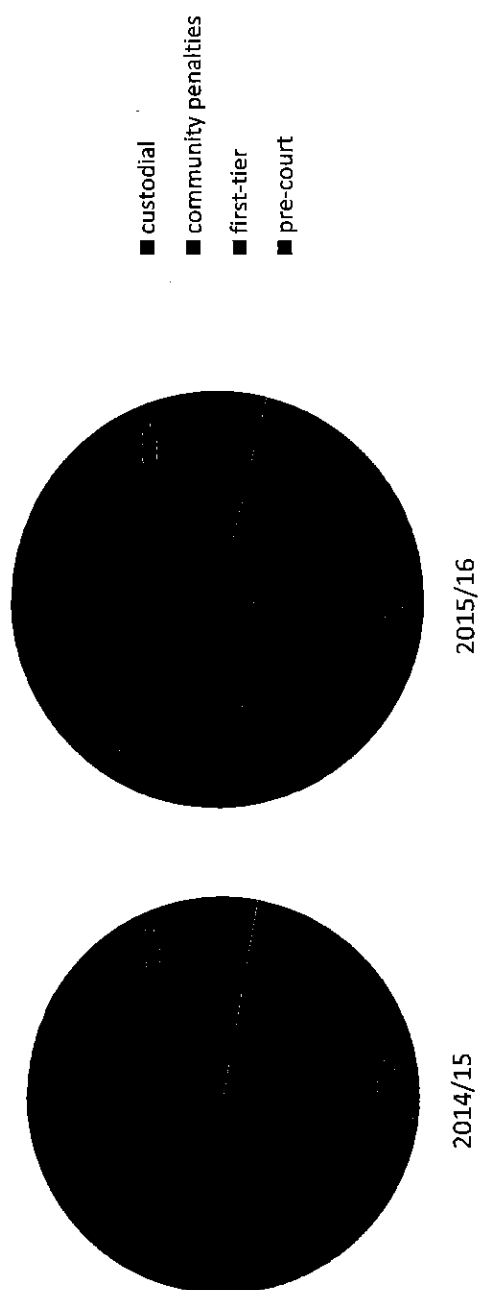


Figure 18: YJB Outcome Tier for proven offences comparison 2014/15, 2015/16

The proportion of outcomes in each of the four tiers remained relatively static in 2015/2016 when compared with 2014/2015.

Priorities for 2016/2017

The Partnership priorities have been informed by feedback from 354 recent self-assessment surveys completed by young people between 01 April 2015 and 31 March 2016:

- 66 (18.7%) reported living with others who got into trouble with the police.
- 187 (53.28%) had lost someone special from their life.
- 69 (19.6%) drank alcohol regularly and 105 (29.83%) used cannabis.
- 26 (7.41%) deliberately hurt themselves and 21 (5.95%) had thoughts about killing themselves.
- 246 (69.49%) often get angry and lose their temper.
- 189 (53.54%) had friends who got into trouble.
- 50 (14.25%) admitted to bullying, threatening or hurting other people.
- 97 (27.4%) felt they needed help with reading and writing.
- 272 (77.27%) wanted more training or qualifications.
- 174 (49.43%) admitted to truanting from school.

| Priority | Why is this important | What do we know? | What will we do? | How will we know we are making a difference? |
|--|---|--|--|--|
| Reduce First Time entrants into the youth justice system | Involvement in offending is hugely detrimental to young people's ability to achieve, make a positive contribution and achieve economic well-being | <p>The number of FTEs rose in 2015/16; however an increase in the 10-17 population saw a fall in the rate.</p> <p>15-17 year olds made up the majority of FTEs</p> <p>The most prevalent offences were: violence, theft & handling and robbery</p> <p>951 community resolutions were issued in 2015/16</p> | <p>Develop partnership understanding of the young people entering the YJS for the first time.</p> <p>Develop custody triaging service for early identification of need and prompt referral into services</p> <p>Think Family interventions to identify siblings at risk and to support diversion</p> <p>Review decision making and guidance for Police and CPS for community resolutions and entry into formal youth justice system.</p> | <p>Reduction in FTE</p> <p>The number of referrals to the YOS joint decision making panels</p> <p>The number of young people referred to court who have received a pre-court intervention</p> <p>Engagement and successful completion of preventative programmes</p> <p>Consistent decisions for community resolutions and First Time Entrants</p> |

| Priority | Why is this important | What do we know? | What will we do? | How will we know we are making a difference? |
|-------------------|---|---|---|--|
| Reduce Recidivism | Stopping a young person from offending reduces the harm to them, thereby increasing their life chances and reduces the amount of victims. | <p>Offending is predominantly a male activity 83.86%, with young women accounting for 16.03% of offenders.</p> <p>Offence categories with the highest prevalence are: violence, theft & handling stolen goods and motoring offences</p> | <p>Utilise the improving quality of information to ensure that our assessments are accurate and that interventions are timely, targeted and focussed on the areas of identified risk.</p> <p>Further develop and implement the YOS 'Think Family' model, ensuring that young offenders are viewed in the context of their families and that the needs of other family members are identified and managed.</p> <p>Ensure that the highest risk young people receive our most intensive interventions and risk management arrangements (Inc. ISS, ODOC/MAPPA)</p> <p>Ensure that the Courts maintain confidence in the YOS's ISS programme.</p> <p>Support the SEMH Pathfinder aimed at meeting the complex needs of this group and preventing offending</p> <p>Partners to undertake review of the broader universal offer for this cohort</p> | <p>Maintain current performance – below national average reoffending rate.</p> <p>Reduction in frequency</p> <p>Number of risk factors at end of intervention</p> <p>All young people most at risk of re-offending have access to partners' universal offer.</p> |

| Priority | Why is this important | What do we know? | What will we do? | How will we know we are making a difference? |
|---------------------------|---|--|--|--|
| Reduce the use of custody | A decrease in the use of custody should be a direct result of reducing a young person's escalation through the YJS and the increase in the risk they present to the public and to themselves. | <p>Birmingham has a higher rate of custodial sentences than the national average and the number increased in 2015/16 to 110 compared to 103 custodial sentences in 2014/15</p> <p>The offences most likely to lead to custody are robbery, violence against the person and breach of statutory order</p> <p>Once in the criminal justice system, Looked After Children (LAC) are more likely to receive a custodial sentence (16.12%) than those who had never been LAC (8.5%)</p> | <p>Undertake analysis of young people remanded or sentenced to the Secure Estate with YOS Management Board partners for shared ownership</p> <p>Continue to invest in the YOS's Bail and Remand service to ensure that robust bail support packages are offered as an alternative to the use of YDA where appropriate.</p> <p>Ensure those identified as highest risk of re-offending receive intensive support, supervision and surveillance (ISS) and Integrated Offender Management to minimise risk</p> <p>Increase take up of non-secure accommodation, where appropriate, for purpose of PACE</p> <p>Work with partners to address the issue of disproportionality in relation to the use of custody</p> | <p>Numbers of young people remanded and sentenced to custody</p> <p>Successful completions of bail support packages</p> <p>Successful completion of ISS programmes</p> |

| Priority | Why is this important | What do we know? | What will we do? | How will we know we are making a difference? |
|--|--|---|--|---|
| Improve YJ outcomes for BME young people | Being treated discriminately can have a significantly 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 likely to receive negative outcomes. | Black or Black British and dual heritage young people remain over-represented in the CJS | Review data in relation to the BME cohort in order to improve our understanding of their journey through the YJS Agree partnership actions to reduce disproportionality Re-commission specialist interventions for young people at risk of gang affiliation and/or serious youth violence | Percentage reduction in BME young people entering the YJS and receiving custodial sentences to below average BME population |
| Increase the number of young people in the youth justice system engaged in ETE | Being in education, training or employment helps to build resilience in young people, thereby reducing the likelihood of them offending/reoffending | Young people with a history of being LAC are less likely to be in full time ETE at the end of their order 62% than those who had never been LAC (72%) 84% of school age young people worked with during 2015/16 were in ETE by the end of their order and 62% for those post-16. | Introduce the Youth Employment Initiative mentors to support engagement with training and employment Continue to invest resources to improve ETE provision to YOS NEET young people. Review all young people without full time access to education or not attending and raise with Education colleagues at BCC | Number of young people post-school age engaged in full time ETE at conclusion of order Distance travelled (improved) measurements pre and post order All young people in the Youth Justice system have appropriate provision and are supported to attend. |
| Robust Safeguarding and Risk Management Processes | Many of the young people involved in the YJS have also been victims themselves and are vulnerable. | In 2015/16, 1111 vulnerability management plans were completed on 472 young people known to the service, compared with 984 plans on 436 young people in the previous year | Ensure that the improved assessment framework, AssetPlus, is fully implemented and the benefits in relation to improved assessments and intervention planning are realised Continue to invest YOS resources into the CASS (front door) to improve information sharing and joint planning | Reduced vulnerability and risk levels pre and post intervention amongst young people within the youth justice system |

Resources and Value for money

Funding

The Youth Offending Service partnership's overall delegated funding for 2016/17 is £7,930,454, which represents a reduction of £543,322 from the funding in 2015/16. The budget reflects reductions in the Youth Justice Grant and partner funding, as well as additional funds to carry out new responsibilities in relation to Junior Attendance Centres.

For 2016/17 the Youth Justice Grant is reduced by 10 percent (£190,841) on to of a recurrent mid-year cut during 2015/16 of 10.6 percent (£234,000).

Local Authority funding for 2016/17 was increased to fund additional costs of employers' National Insurance and Superannuation. In addition a further £100,000 of funding has been agreed to fund social work activity as a result of targets within the Children's Improvement Plan. Incremental pay increases for both time served or as a result of performance reviews, were unfunded and had to be funded within existing budgets resulting in a budget pressure of approximately £115,000.

The review of the National Probation Service contributions to Youth Offending Teams has resulted in significant reductions in resources for the Service, including reduced secondments of skilled probation staff and reduced management and cash contributions that had been agreed when the YOS was established in 2000. For 2016/17, no additional financial contribution will be made with the exception of 5.5 FTE qualified Probation officers and a cash contribution of £5,000 cash per officer. As this new funding formula is nationally based, it is moving away from local negotiation and discretion. This has also had significant implications for the resourcing of the Youth Offending Teams. For Birmingham Youth Offending Service, this represents a loss of 7 front line Probation staff, which will create more demand on the front line workers from BCC and a reduction of £157,000 in cash contributions.

The Health and Police partners continue to second staff into the service and the cash contribution from the Police has been confirmed for 2016/17 at the same level as 2015/16.

| Partner | Staffing (£) | Payments in Kind (£) | Other Delegated Funds (£) | Total (£) |
|----------------------------------|-------------------|----------------------|---------------------------|-------------------|
| Police | £382,000 | - | - | £382,000 |
| Police and Crime Commissioner | £274,628 | - | - | £274,628 |
| Probation | £297,304 | £30,000 | £4,081 | £331,385 |
| Health | £253,327 | - | - | £253,327 |
| Local Authority | £3,199,875 | £904,900 | - | £4,104,775 |
| YJB - Youth Justice Grant | £1,791,368 | £300 | - | £1,791,668 |
| Other | £706,749 | £85,932 | - | £792,681 |
| Total YOS Funding 2016/17 | £6,905,251 | £1,021,132 | £4,081 | £7,930,464 |

The Service continues to receive 'Think Family' funding, 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 2015/16 and provides significant opportunities to increase family resilience and improve outcomes. There is no certainty of this funding beyond 2016/17.

The Police and Crime Commissioner funding of £274,628, which was previously the funding contribution to the Youth Justice Board from the Home Office, has been confirmed for 2016/17. This funding supports restorative justice interventions and work with victims, knife crime programmes, reparation, education and training opportunities for young offenders, the Female Gender Specific Programme, therapeutic interventions for young people engaged in sexually harmful behaviour, and is contributing to supporting vulnerable young people at risk of extremism. There is no certainty of this funding beyond 2016/17.

The budget reductions, along with unfunded budget pressures, resulted in the Service facing a budgetary deficit. The level of reduction required needed a change to the current delivery model, with a reduction in staff numbers, putting at risk the pre-court, interventions to reduce anti-social-behaviour, specialist projects and will also impact on statutory work carried out with offenders in the community.

The Service has been working to deliver a revised operating model within a reduced cash envelope. Faced with the inevitable reductions in staffing, the Service adopted key principles in the development of the new operating model in order to ensure that the statutory responsibilities of the Service would not be significantly compromised. The principles of the new operating model are as follows: Front-line primary workers, including specialist court staff and operational managers, will be prioritised for retention, although they will be subject to some cuts; The Service will not reduce its number of multi-agency teams due to their size and current broad area reach, however flexible working across teams and specialist posts covering more than one team, where required, will be encouraged; All Grade 4 workers will be allocated case holders/primary workers with exceptions to this in relation to specialist workers; average caseloads will be set at 12 to 15 cases (in line with Children's Services) and the management to staff ratio will be 1 to 8. The revised operating model has been through staff consultation and is now in the process of being implemented.

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. The Local Authority is facing further significant financial challenge for 2017/18 and beyond and the requirement for further savings is likely. At this point it is not clear what, if any, savings the Service may be required to deliver in the future, however it is working towards achieving further efficiencies, specifically in relation to its buildings, by exploring the potential relocation to the Kingsmere site (YOS Headquarters) of the West and Central Youth Offending Teams (currently based at the West Midlands Fire Service Headquarters) in early 2017/18.

Value for money

The YOS Management Board is overseeing the allocations for 2016/17 on behalf of the Chief Executive in order to continue to deliver effective services to meet statutory responsibilities, which is becoming an increasingly difficult challenge as the budget is reduced. Staffing costs make up a significant part of the YOS budget from statutory partner funding:

- The Local Authority and Probation 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. Both agencies also fund specialist project staff required to provide statutory interventions and meet national standards.
- The YOS business support is provided through the Directorate Professional Support Service (PSS) from funding originally transferred from the YOS budget in 2014/15. PSS funding of £485,475 for 2016/17 will provide a significantly reduced business support service that has been tailored to best meet the needs of the Service.
- The Local Authority funds a Sexually Harmful Behaviour team, which works with young people from 8 years to 17 years, their parents and guardians, to reduce their risk to others and to themselves. This service has recently received additional funding of £60,000 from the Clinical Commissioning Group (CCG) via Forward Thinking Birmingham, which will go towards ensuring that the team can continue to meet the needs of this particularly vulnerable cohort of children. This additional funding will be used to develop services in relation to work with young people with learning difficulties and those on the autistic spectrum. The local authority also funds a statutory Appropriate Adult service.
- 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 sexual 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.

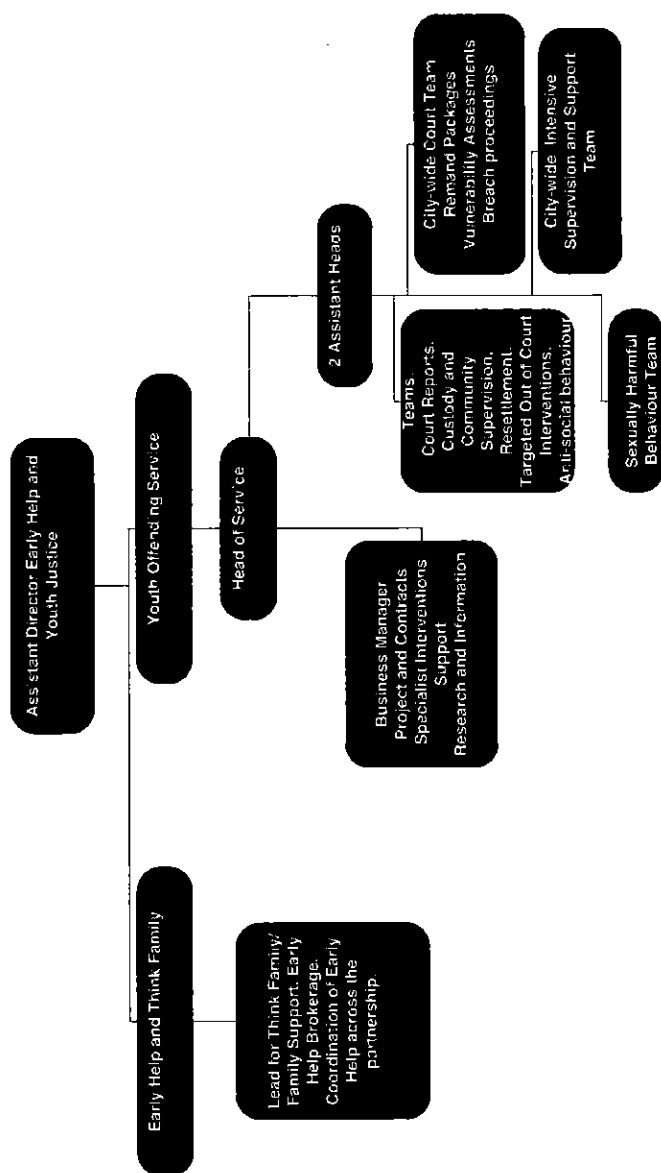
New responsibilities for Junior Attendance Centres

During 2015 the responsibility for the operation of Junior Attendance Centres (JACs) was transferred from the National Offender Management Service (NOMS) to local authorities through schemes made under the Offender Management Act 2007. There are two centres located within Birmingham, both of which are run from Youth Offending Team buildings. The complete budget for JACs was also transferred to Local Authorities and this is achieved through grant payments via the Youth Justice Board. For 2016/17 Birmingham Youth Offending Service has been allocated £116,432, which will fund the operation of the JACs 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. Over the coming year the Service will work towards embedding the centres into the broader operations of the Service and seek to develop the provision to support the broader outcomes for the young people accessing them.

Staffing

Birmingham Youth Offending Service has five multi-agency Youth Offending Teams based across the city; a city-wide alternative to custody Intensive Supervision and Surveillance (ISS) Team), a Court, Bail and Remand Team and a Sexually Harmful Behaviour Team.

The Service sits within the People Directorate within the City Council and the Assistant Director responsible for the Youth Offending Service is also the strategic lead for the Early Help Strategy and co-ordinating early help services across the partnership, Family Support and the 'Think Family' Programme (Birmingham's response to the national 'Troubled Families' programme).



Risks to future delivery

Funding for the Youth Justice Service has reduced significantly in 2016/17, which has necessitated a review of the operating model, leading to reductions in staffing and a decrease in services. The YOS will seek to mitigate reductions in funding through further exploring more efficient ways of delivering services, including increased partnership working, with both public and 3rd sector/community organisations and identifying opportunities to pursue funding bids to enhance interventions. Reviews of service delivery will continue in an effort to ensure best practice is being implemented that will maximise positive outcomes for young people and their families.







As the number of young people entering the criminal justice system reduces, the Service is increasingly responding to young people with entrenched complex and multi-faceted needs, requiring a holistic multi-dynamic approach to intervening in order to achieve positive outcomes. The Service will need to ensure that in the context of reducing numbers, it retains its funding in order that its workforce is appropriately developed and supported to address the presenting needs for the current cohort.

| Service Objective | Risk Description | Controls to Manage Risk |
|---|---|---|
| Prevent children and young people from entering the criminal justice system. | 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>The YOS Board monitors trends in FTEs on a quarterly basis to establish any themes for increased partnership working.</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>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> |
| Ensure children and young people are protected from harm and are helped to achieve. | The poor economic outlook impacts on education and employment opportunities for young people. | <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> |

| Service Objective | Risk Description | Controls to Manage Risk |
|---|--|---|
| Reduce Re-offending by children and young people under the age of 18. | <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>The introduction of YEI mentors to support post 16 into training and employment 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> |
| Minimise the use of Remand and Custody for children and young people. | Low level use of remand and custody is not maintained. | <p>Service will maintain close liaison with sentencers in relation to sentencing options and the availability of YOS programmes and services.</p> <p>YOS Management Team reviews use of custody cases to identify partnership learning.</p> <p>Joint work with Children's Services will minimise the impact, including enhancing the provision of alternatives to remand and custody.</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> |

| Service Objective | Risk Description | Controls to Manage Risk |
|--|---|--|
| Reduced YOS funding across a range of statutory and non-statutory partners | 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>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>The Youth Offending Service Management Board monitors the impact of any reductions in savings.</p> |
| Increase in complexity of case loads | 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>Additional training and development is carried out across the service.</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> |

Approval and sign off

| Senior partner name | Role | Signature | Date |
|--------------------------|--|--|------------|
| Councillor Waseem Zaffar | Chair YOS Management Board Cabinet Member for Transparency, Openness and Equality |  | 30/09/2016 |
| Neil Appleby | Head of Probation, Birmingham, National Probation Service |  | 28/09/2016 |
| Councillor Brigid Jones | Cabinet Member for Children's, Families and Schools |  | 30/09/2016 |
| Peter Hay | Strategic Director for People, Birmingham City Council |  | 28/09/2016 |
| Dawn Roberts | Assistant Director, Early Help and Youth Justice | Dawn Roberts | 28/09/2016 |
| John Lees | Associate Director of Commissioning Maternity, Children & Young People, NHS |  | 28/09/2016 |
| Peter Henrick | Superintendent, West Midlands Police |  | 28/09/2016 |

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.

Since 2014, new legislation empowered courts to consider Restorative Justice activity and, where appropriate, defer passing sentence on a young offender to allow that to take place. As a consequence, the Service's processes and procedures were adapted to accommodate these changes. This resulted in staff from the Service making contact with victims shortly after the offender has been arrested to provide support.

90 staff were trained as Restorative Practice Facilitators at the beginning of 2015/16 to support these change. In addition, the Service's six Restorative Practice workers underwent additional training to gain a BTEC qualification and become recognised trainers under the auspices of the Restorative Justice Council.

In the period 01 April 2015 – 31 March 2016, out of 757 relevant programmes closing, 425 victims of young offenders were identified and 216 (28.5%) took up the offer of an intervention. 64 (33.68% of those who disclosed their age) victims were 17 or under. There were high levels of feedback from victims and 99.0% identified that they were satisfied with the service that they received.

H committed arson and criminal damage to a number of vehicles and a nursery school, after drinking excessively at a party.

H received a Referral Order and, as a part of his intervention, agreed to participate in a restorative intervention. H and his father engaged in face-to-face mediation with the nursery school manager. A programme of work was agreed and was completed. H also received and responded to a letter from another victim.

H has since completed his exams and is currently working in an apprenticeship. Later this year he will be participating in the National Citizenship Scheme.

Reparation

The Service offers a variety of reparation schemes which are designed to allow offenders to 'payback' to the victims and the community.

- 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.
- Unpaid Work: The Service continues to commission the local Community Rehabilitation Company who provide the placement for 16 and 17 year olds who are made subject to an unpaid work requirement as a part of their court order. Individual placements are identified in shops, factories and other work places and are supported by an educational provision which is designed to allow young people to acquire basic qualifications.

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. The Parenting workers also work closely with the Restorative Practice workers to provide young people, their parents and victims with Family Group Conferencing in the context of supporting:

- Bail Support packages
- Alternative to custody programmes
- Resettlement of young people leaving custody
- Parents to develop parenting and supervision skills.

Where more intensive work with families is required, the Service can draw upon the Multi Systemic Therapy team. Multi Systemic Therapy (MST) is a goal-oriented, comprehensive treatment programme designed to serve multi-problem youth in their community. 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.

MST work with young people at risk of custody or care on a range of issues including:

- Anti-social presentation or offending behaviour.
- Aggression/difficulties in relationships with various systems (e.g. family, school, police)
- Lack of clear family rules or expectations
- Lack of clear incentives or consequences for behaviour
- Low supervision and monitoring by family
- Risk of school exclusion due to behavioural difficulties
- Going missing or staying out late.

During an initial assessment S disclosed that she and her three children had been moved from London to Birmingham due to concerns by the Police and Children's Services regarding threats, made by others, to her and her children. All three children were on court orders and the family had multiple and complex needs including housing and debt issues, children's education and S's parenting capacity.

The Service completed a Family CAF assessment and an Integrated Support Plan was drawn up, which documented the needs for each individual. Consequently, a college placement has been found for S's oldest child and school placements secured for the younger two, starting in September. Additionally, benefit checks and a personal independence payment application have been completed.

Parenting support sessions are taking place weekly where S feels comfortable in discussing her parenting struggles and receives support, advice and strategies.

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.

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 Social Care and Health 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 recently 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.

In October 2013, following a High Court ruling, changes to the Codes of Practice were made that extended the provision to include those young people aged 17 years. During 2015/16, 301 Appropriate Adults were provided by the Service, including 112 for those aged 17.

Reduction in the number of operational custody suites will result in a development of the Service's provision with a greater presence within Police Stations.

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 Contract (ABC). In addition, the team works with those made subject to an Anti-Social Behaviour Order (ASBO) or a Criminal Anti-Social Behaviour Order (CRASBO) and, since new legislation came into force, Civil Injunctions (replacing ASBOs) and Criminal Behaviour Orders (replacing CRASBOs). This has also brought about additional statutory responsibilities for the team as positive requirements are attached to both the Civil Injunction and Criminal Behaviour Order and further civil sanctions are a consequence of breach of these orders.

The Team delivers a service which complements and builds upon the already existing local processes developed to tackle anti-social behaviour. Where the Police, Housing Departments and Registered Social Landlords make the decision to use an enforcement measure on a young person who is committing anti-social behaviour, a referral is made to the team to undertake a comprehensive assessment of need followed by an appropriate support package for the young person and family. Where 'Think Family' referrals are made the ASB worker has been identified as Lead Professional to co-ordinates the fCAF process, in cases where our Housing partners are experiencing capacity issues. The ASB staff have effectively engaged in partnership working with the Safer Estates Forums; sharing information and carrying out direct work with young people engaging in anti-social behaviour that are not within the formal Youth Justice system.

The Team supports work on Gang Injunctions and is responsible for carrying out assessments of those young people in relation to risk and vulnerability. Parenting assessments and interventions are also routinely part of the response with referrals into the Service's parenting programmes.

85.5% of young people receiving ASB intensive work desisted from further anti-social behaviour and were resettled back into education and training. Those who continued were dealt with through statutory processes in the courts.

Child and Adolescent Mental Health

Forward Thinking Birmingham [FTB] in partnership with the Voluntary Sector, Beacon, The Childrens Society, Priory and Worcester Adult Mental Health Services has a range of Child and Adolescent Mental Health Services ranging from the age 0-25, that aim to support children and young people 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);
- Autism and Asperger Syndrome (the Autism Spectrum Disorders, or ASD);
- Emotional and behavioural problems;
- Conduct Disorder;
- PTSD (Post-Traumatic Stress Disorder);
- OCD (Obsessive Compulsive Disorder);
- Depression; Eating Disorders; Bullying; Anxiety.

FTB have a dedicated team of clinical staff working within the Youth Offending Service who work alongside the staff to offer screening and identification and treatment of mental health difficulties of young offenders to reduce 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.

The YOS team have been trained alongside the clinical dedicated staff in the use of SAVRY (Structured Assessment of Violence Risk in Youth) and in DBT (Dialectic Behavioural Therapy) which can assist those with suicidal tendencies and those who have experienced deep trauma in their past

The clinical team 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.

Between 01 April 2015 and 31 March 2016, 549 young people were allocated to YOS CAMHS staff.

Substance Misuse

Cannabis and alcohol are the main substances used by young people in Birmingham. Despite national trends, Class A users presenting for treatment are low and a relatively small number are identified as new psychoactive substance ('legal highs') users. Since May 2016, when the Psychoactive Substances Act came into force, none of these drugs are legal to produce or supply.

'Aquarius' provides the substance misuse provision for the Service and a named substance misuse worker is provided for each of the five area teams. 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.

The number of referrals to 'Aquarius' in 2015/16 were 895, a rise of 15% from 2014/15, with 1675 young people receiving brief interventions (some on more than one occasion) and 727 more structured treatments. This has been mainly due to a new working model which has included a higher level of community outreach provision. Referrals from the Youth Offending Service have remained stable at 307 (296 in 2014/15).

Education

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. We continue to use the support of dedicated ETE engagement mentors who are focused on raising young people's aspirations, building confidence and supporting them to engage in ETE.

Work with Schools and Education Providers continues to reap rewards with 84.0% of school age young people worked with during 2015/16, being in a suitable education by the end of their court order.

To respond to some of the needs of the more complex young people, the Service has seconded their Senior Education Social Worker to lead on the SEMH Pathfinder initiative. This project is being delivered with a collaboration of Special Schools and the City of Birmingham School (PRU) to provide a more enhanced wrap around support for particularly vulnerable pupils.

CP had to be transferred between YOI's to Wetherby YOI due to poor behaviour, possible gang association and involvement in fighting. He was eventually released on 3rd March 2016 and was referred on to the Black Box programme which started two weeks later. As a result of attending this provision his SS Case manager commented that CP's attendance at the Black Box Boxing programme had been a turning point.

His case manager stated "it has increased his confidence, personal resilience, got him used to a routine and taught him discipline. This [course] has also involved him with positive male role-models and has made links in the community which he still maintains.

CP has a fantastic relationship with his SOVA YOT mentor [who supported the delivery of the Black Box programme] who has supported CP with finding employment and purchased him a suit which gave CP a sense of self-worth when attending the job interviews. CP eventually obtained full time employment and due to his work ethic he has obtained extra hours, he earns a good salary and has been there for 5 months now. CP continues to attend the gym on a weekly basis and has also volunteered at it as a result of the Black Box programme.

Due to this employment CP has been able to work with his family. The confidence alone was costing him a lot of money and he has been able to grow in confidence and has been able to work with his family. He has also been able to work with his family and has been able to work with his family.

criminal associations and his growth in confidence and employment at the time of his referral to 'Aquarius'.

Aquarius Care Plan helped J reduce his drinking and his substance misuse and with the support of an Education Link Mentor J was able to get enrolled on work experience and a further education course.

J has since completed training in construction, passing all the practical tests and has undertaken exams in English and mathematics. J has not reoffended and has significantly reduced his substance use.

At the time of his exit from treatment, he had stopped Class A drug use, was using alcohol very minimally and was due to start a full-time job on a building site.

It continues to remain a challenge to support our post-16 NEET cohort to secure education, training or employment with only 62.9% of young people about school age being engaged in ETE by the end of their court order. Despite the raising of the participation age, the process of 'selection' for ETE opportunities in the post-16 area, it is clear our cohort is missing out. This is due not only to their offending history, but also because they often achieve poorer academic outcomes at school and have suffered disadvantage. The situation is not helped by the limited funding levels for post-16 education and training provision. This funding does not correlate with the intensive support needed for this cohort for them to successfully engage in education.

To overcome this barrier to engagement, the Service has looked to identify innovative provision that will successfully re-engage young people back into positive activities to begin the process of getting them ready for re-engagement

with learning and work. During 2015/16 the Service secured small amounts of funding to enable some short engagement provisions to be established. An example of this was the 'Black Box' programme – a mentoring provision using non-contact boxing to improve young people's decision making, lifestyle choices and raise their motivation to achieve in life. This intervention was a pinnacle turning point for one young person who had just been released from custody.

It is recognised that for some young people a more targeted approach is required to support their successful engagement. An example of this is for Romany young people who often experience additional levels of isolation and barriers to integrating effectively. In response the Service continues to commission the Romany mentors who provide essential support in bridging relationships both with the young people and their families. RV is an example of how effective this mentoring can be.

In 2016/17 the Service is looking forward to the support that will be provided through the Youth Employment Initiative. This funding will enable more intensive support for our cohort and an enhanced capacity to develop greater links with employers and enhance employment opportunities.

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 and is therefore outside the parameters of abusive behaviour. It also goes beyond "one off" incidents.

When RV received a Community Resolution and was allocated to a Case worker, one of the Romany mentors was also assigned to work with him. The Romany mentor not only supported the delivery of the Offender behaviour sessions and the victim / consequences work, but also supported the establishment of closer links with the family, and mediated with the school where his attendance and attitude had been poor.

Due to this level of support there have been no issues of re-offending. His school Head of Year stated that they have seen a transformation in his attitude, attendance and application at school. His attendance before was very low and now it had reached nearly 70% and he was consistently attending well by the end of his academic year. The School informed his attendance was improving 3-4% each week. The mentor continued with weekly mentoring sessions over the summer holidays and supported RV to engage in positive diversionary activities during the holidays. The mentor will continue to support RV until he achieves the targets set by the school under the FCAF process.

In addition the school noted how RV was having a positive effect on other Romanian students at the school. RV is becoming a good role model and a success story.

Child to parent abuse is rarely recognized 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.

The Service has begun to rolling 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 abuse and violence by developing a more effective relationship between parent/carer and young person.

Gender Specific Programme

The Female Gender Specific (FGS) unit within the Youth Offending Service has been developing since 2013. Whilst this programme is managed by the Service, the intensive activity provided is additional to core work and has been delivered in an integrated way through Youth Offending Service preventative staff and two co-located part time Barnardo's workers.

The Community Safety Partnership funding supports the FTE of one member of staff to ensure out of hours support is available.

The Service has developed a robust model of identifying and screening young women at risk or involved in CSE and has trained staff as lead champions in each team. This has ensured there are specialist skills available to support non-specialist staff in assessment and intervention planning for all young women.

An examination of the data relating to young women within the service highlighted the following areas:

KAJ, aged 17, was previously living with her nan in South Birmingham but she is now living in minimal supported housing in South Birmingham.

She was made subject to a 6 month YRO on the 30th January 2015 (aged 17) KAJ's offence was fraud by false representation. KAJ was referred to the Female Gender Specific Programme three months before her order was due to expire.

On her entry into the Gender Specific Programme KAJ appeared to be struggling with expressing her feelings and emotions. KAJ discussed her mental health issues and was encouraged to get support around this through her GP and Healthy Minds.

In addition to her statutory order, interventions included areas of loss, keeping safe, healthy relationships, feeling angry, feelings and emotions, her future and how she felt about herself and sexual exploitation

A disclosure of sexual assault around CSE was made following on from these sessions using a Barnardo's 'Real Love Rocks' animation. A referral was made to the MASH, where liaison took place with the police, Social Care and Health and the 16+ Worker.

The young woman is now back living with her extended family and has been supported emotionally to speak about her exploitation and future safety.

- The Unit works with the most complex or hard to engage cases, initially identified through a YOS assessment and the Child Sexual Exploitation Assessment (SARAF tool used nationally). The seriousness and frequency of offending, vulnerability of young women, mental health concerns and substance misuse have thus formed part of the criteria for acceptance onto the programme. The programme supported 49 females in 15/16 and there is a current waiting list which is regularly risk-assessed with clear pathways into the Multi Agency Safeguarding Hub.
- 75% had been sexually exploited or were at risk of sexual exploitation.

This has resulted in:

- Specialist provision which cannot be obtained elsewhere
- Flexibility to offer important on going contact point to young women and girls who often drop back to see staff in the Unit for help / reassurance to keep on track. Service offered post-order would be severely limited
- The number of females that can be supported – the Unit would only have worked with 22 rather than 49 cases in this current year to date.
- Beneficial effects of partnership between the voluntary and public sector (Barnados and YOS).

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.

The GSP team work with the city's most vulnerable, at risk and disengaged and hard to reach young people and so has to manage both high risk behaviours that place the public and victims at risk, alongside safeguarding and welfare needs. The Unit's Therapeutic Programme is delivered by trained practitioners applying the Barnados Four A's Framework.

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.

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 knife crime or 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 young people that pass through the intervention.

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 2015/16, 152 young people went through this Knife Possession Programme (up from 96 young people in 2014/15) show improved identifying of young people not charged with knife offences who nevertheless were in possession at the time ('knife enabled' offences).. Of those 96 going through the programme in 2014/15, only 2 young people were subsequently re-convicted of offences involving knives within the following 12 months. In addition, the Service also 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.

In addition, the Service works in partnership with Street Doctors (a national charity working through medical students) who also 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 programme continues to be successful, with very few young people coming back to the attention of the Youth Justice System with similar offences and young people's feedback is collated and identifies that they have learned valuable skills in addition to the life-threatening consequences of knife crime.

Preventing Violent Extremism

The Service continues to work in partnership at both a strategic and operational level as a member of the Birmingham PVE Strategy Board, communicating closely with both the Birmingham City Council PVE 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 PVE is an Assistant Head, who is supported operationally by a PVE Coordinator.

The Preventing Violent Extremism (PVE) program assesses young people who may be vulnerable to violent extremism and responds by implementing safeguarding measures in order to support the young person. The program 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.

Whilst at the Attendance Centre, M was making extremist comments that concerned staff.

He was assessed by YOS staff who discussed his understanding of Theology and the Quran who began to build a picture of a young man who was very confused and who was verbalising bits of information he had viewed online and not fully understood.

The core assessment indicated the need for additional support and a mentor was allocated to M. Working closely with the mentor, staff with specialist PVE training are seeing M on a weekly basis to monitor and address his thinking around emerging topics.

M's mother is supportive of the work being undertaken and continues to make special arrangements to ensure the M does not miss any appointments.

The Service to respond to developments within the 'Prevent' threat, 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. The use of the R.A.S.H (Racist, Anti-Semitic, Sexist, Homophobic) acronym serves as a prompt for further screening.

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.

Sexually Harmful Behaviour Team

The Sexually harmful Behaviour Team is a small but key safeguarding team hosted and funded through the Youth Offending Service that undertakes risk assessment and therapeutic intervention to prevent and reduce sexually harmful 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 1st April 2015 – 31st March 2016 203 young people were referred to the team and of these referrals the team provided a service to 157 young people and provided advice and support to professionals.

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 SHB 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.

- 90% of young people referred to SHB were engaging in some form of harmful behaviour (sexual and/or non-sexual) at the point of referral.
- At the point of case closure, following a programme of work from the team, 99% of young people were no longer engaging in the referral behaviour.
- 92% of young people reported that work with SHB had helped them understand more about healthy sexual relationships and how to stop SHB.
- 89% of parents reported that SHB work had helped them understand and manage their young person's behaviour "much better".

| Referral Source | Number (%) |
|---------------------|------------|
| Children's Services | 112 (55%) |
| Education | 63 (31%) |
| Police | 12 (6%) |
| Primary Health | 10 (5%) |
| Housing | 3 (1%) |
| YOS | 2 (<1%) |

HK was found guilty of sexual assault against his younger sister and was given a 12 month YRO.

SHB worked closely with the YOT officer and worked directly with HK for six months. This work included the development of a Good Lives Plan and supported HK to identify what needs his offending behaviour was trying to meet and to consider more appropriate ways to meet his needs in the future.

HK engaged well throughout the programme and reported that he found the support extremely useful. HK was able to find ways to move on and by the end of the programme of work he had sought out full-time employment and there were no further offences reported.

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 can be put in place prior to the young person reaching court and statutory interventions.

Over the past 12 months the team has continued to develop partnership working with other key agencies and has provided training to the Police and Educational Psychology Service. The SHB team has continued to formalise partnership working with Barnardos projects around those at risk of sexual exploitation victims of sexual abuse. This has also been presented to the National Working Group (NWG).

There are an unprecedented number of referrals in to the team and consequently the threshold for accepting referrals has continued to increase. The team is now working towards developing a charging model whereby other agencies would buy in services from the team. These services would include assessment of young people, therapeutic intervention and training on understanding and responding to SHB.

The name of the team will also be 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. In January 2017 the team will have 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

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.

Additionally, some cases require accommodation 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.

The Service 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 easy access to important statutory services. 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 YOS continues to work with its partners to ensure suitable accommodation is secured for all young people on release from custody.

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.

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:

1. **Remand to local authority accommodation:** A young person may be remanded to local authority accommodation. This remand may be accompanied by electronic tagging.
2. **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.
3. **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 shall, 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):

1. **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.
2. **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.
3. **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.



Schools, Children and Families O&S Committee: Work Programme 2016/17

Chair: Cllr Susan Barnett

Committee Members: Cllrs: Sue Anderson; Matt Bennett; Kate Booth; Barry Bowles; Debbie Clancy; Shabrina Hussain; Julie Johnson; Chauhdry Rashid; Valerie Seabright; Martin Straker-Welds and Alex Yip

Representatives: Samera Ali, Parent Governor; Evette Clarke, Parent Governor, Richard Potter, Roman Catholic Diocese; and Sarah Smith, Church of England Diocese

Officer Support: Link Officer: Seamus Gaynor

Scrutiny Team: Benita Wishart (464 6871) & Amanda Simcox (675 8444)

Committee Manager: Louisa Nisbett (303 9844)

1 Priority Issues

1.1 The following were highlighted in June as the priority issues for the committee's 2016/17 municipal year:

- Birmingham Education Partnership (BEP) / School improvement [Sept 2016 & Mar 2017]
- Child Sexual Exploitation (CSE) and Children Missing from Home and Care [Oct 2016]
- Corporate Parenting & Children in Care [sessions to be confirmed]
- School exclusions [not programmed]
- Social Care Improvement Journey [Dec 2016 with Cabinet Member]
- Special Educational Needs [Inclusion Commission Sep 2016 & Jan 2017]
- Special Guardianship Orders (SGOs) [not programmed]
- Voluntary Children's Trust [Sep 2016, Jan 2017 & additional session(s) to be confirmed]

1.2 Annual reports/updates on:

- School places sufficiency
- School attainment
- Birmingham Safeguarding Children Board (BSCB)
- Portfolio Budget



2 Meeting Schedule

| All at 2 pm in Committee Rooms 3 & 4 | Session / Outcome | Officers / Attendees |
|--|---|---|
| 15 June 2016 Committee Room 2 | Informal Meeting to discuss the Work Programme | |
| 20 July 2016 Send out: 12 Jul 2016 | <p>The Education and Children's Social Care Improvement Journey.</p> <ul style="list-style-type: none"> • Andrew Christie, Children's Commissioner for Birmingham to provide a SWOT analysis (robustness & risks). Will be available from 3.30pm. • Cabinet Member for Children, Schools and Families (discussion to include: Children's Services Voluntary Trust & SEN Commission) • Peter Hay, SD for People • Alastair Gibbons, Executive Director for Children Services <p>Outcome: <i>These discussions have informed the work programme.</i></p> | |
| 21 September 2016 Send out: 13 Sep 16 | <p>Voluntary Children's Trust (2pm – 2.30pm)</p> <p>Outcome: <i>Sessions will be built for Overview and Scrutiny and the wider political consultations/discussions.</i></p> | Councillor Brigid Jones and Peter Hay, Strategic Director for People |
| | <p>Inclusion Commission (2.30pm - 3pm)</p> <p>Outcome:</p> <ul style="list-style-type: none"> • <i>Information on the six work streams provided.</i> • <i>The process for appointing the young person and other representatives on the Inclusion Commission provided.</i> • <i>An update on the Inclusion Commission to be made at either the December 2016 or January 2017 committee meeting.</i> | Councillor Brigid Jones and Colin Diamond, Executive Director for Education |



| All at 2 pm in Committee Rooms 3 & 4 | Session / Outcome | Officers / Attendees |
|--|--|---|
| | <p>Birmingham Education Partnership (BEP) to discuss school improvement. This includes:</p> <ul style="list-style-type: none"> • Summary of the work BEP do for BEP Members and then the work they are contracted to do under the BCC contract to set the context. • First year contract review. • Whether BEP is making a difference? • Whether BEP/BCC undertakes a survey? • How BEP broker relationships. <p>Outcome: <i>School attainment to be discussed more fully at the 22nd March 2017 committee meeting and Tim Boyes, Chief Executive and Tracy Ruddle, Director of Continuous School Improvement, BEP to be invited.</i></p> | <p>Tim Boyes, Chief Executive and Tracy Ruddle, Director of Continuous School Improvement, BEP</p> <p>Colin Diamond as the Council's Commissioner</p> |
| <p>12 October 2016</p> <p>Send out: 4 Oct 2016</p> | <p>Tracking: Children Missing from Home and Care Inquiry (previous progress report received April 2016)</p> <p>Outcome: <i>Progress noted and there will be a report back on 26th April 2017. To include the key measures of success that will be used and the WMP to come back with case studies.</i></p> | <p>Claire Bell, West Midlands Police and Tony Stanley, Chief Social Worker</p> |
| | <p>Update on Child Sexual Exploitation (CSE). To include a tracking report on Rec 6: awareness raising and licencing</p> <p>Outcome: <i>Rec 6 was agreed as achieved – late. To report back on 26th April 2017. To include further analysis around trends.</i></p> <p><i>Licensing redrafted the letter to taxi drivers and Members were asked for comments.</i></p> | <p>Claire Bell, West Midlands Police, Alastair Gibbons, Executive Director for Children Services, Debbie Currie, AD Child Protection, Performance & Partnership, Cathryn Greenway, Senior Commissioning Officer and Emma Rohomon, Licensing Manager</p> |
| | <p>Missing from Education</p> <p>Outcome: <i>An updated Appendix 3 – weekly CNES report was forwarded.</i></p> <p><i>Cllr Valerie Seabright to set up a working group to look at wider issues, e.g. exclusions and transport.</i></p> | <p>David Bishop, Head Of Service - Alternative Provision & Independent Education and Julie Young, AD - Education & Skills</p> |



| All at 2 pm in Committee Rooms 3 & 4 | Session / Outcome | Officers / Attendees |
|---|--|---|
| 23 November 2016 Send out: 15 Nov 2016 | Birmingham Safeguarding Children Board (BSCB) Annual report. Discussion to include: <ul style="list-style-type: none"> • Update on listening to children voices • Lessons learned from serious case reviews • Children trafficked into the UK • Issues arising from Section 11 and 175 audits (including how many schools haven't completed) • The strength of the partnership and capacity to prioritise safeguarding • Listening to Social Workers voices <p>Outcome: <i>Report noted and information on young people who self-harm to be provided.</i></p> | Penny Thompson, Chair of BSCB and Simon Cross, Business Manager |
| | Citywide School Attainment Statistics – Headline data <ul style="list-style-type: none"> • Whether the different styles of moderation in schools have impacted on results of key stage 2. • Is there information about trends in the schools 'requiring improvement' and in the 'outstanding' schools? <p>Outcome: <i>Members updated and trends with our statistical neighbours to be included in the detailed school attainment statistics to be presented on 22nd March 2017.</i></p> | Richard Browne, Intelligence Manager, Tim Boyes, Chief Executive and Tracy Ruddle, Director of Continuous School Improvement, BEP |
| | School Places Sufficiency Update <p>Outcome: <i>Members updated and Officers to investigate Member consultation for a school expansion in Weoley Ward.</i></p> | Emma Leaman, AD - Education & Infrastructure; Lucy Dumbleton and Julie Newbold |
| 7 December 2016 Send out: 29 Nov 2016 | Cabinet Member for Children, Schools and Families Six Month Update. To include: <ul style="list-style-type: none"> • Improvement and challenges following Ofsted's full inspection • Budget position • Inclusion Commission (either Dec or Jan) | Suman McCarthy Alastair Gibbons Colin Diamond (TBC) |
| | Multi-Agency Safeguarding Hub (MASH) / Children's Advice and Support Service (CASS). To include how the Social Worker teams are working together (ASTI etc) and the number of: <ul style="list-style-type: none"> • Referrals • Re-referrals • School referrals and the number of school referrals followed up / not followed up • Referrals and re-referrals dealt with within/outside targets | Kay Child, AD, Integrated Services East and Liz Elgar, Head of Service |



| All at 2 pm in Committee Rooms 3 & 4 | Session / Outcome | Officers / Attendees |
|---|--|--|
| | Youth Justice Strategic Plan 2016 – 17. To include the number of re-offending rates over time. | Dawn Roberts, AD, Early Help and Trevor Brown |
| 25 January 2017 Send out: 17 Jan 2017 | Inclusion Commission | Councillor Brigid Jones, Suman McCarthy and Colin Diamond (tbc) |
| | Children in Care (CiC), Corporate Parenting Update and improvements for care leavers (TBC). To include evidence gathering for Corporate Parenting inquiry (TBC) | Andy Pepper, AD, Children in Care Provider Services |
| 8 February 2017 Send out: 31 Jan 2017 | Update on the Child Poverty Commission's recommendations | Cllr Waseem Zaffar, Cabinet Member for Transparency, Openness and Equality, Marcia Wynter, Peter Hay, Jacqui Kennedy, Acting Strategic Director for Place |
| | TBC | |
| 22 March 2017 Send out: 14 Mar 2017 | Christine Quinn, West Midlands Regional Schools Commissioner | Rachael McNaney, PA to Christine Quinn |
| | School Attainment Statistics for Secondary and Primary Schools (detail) | Colin Diamond / Richard Browne Tim Boyes, Chief Executive and Tracy Ruddle, Director of Continuous School Improvement, BEP |
| | Radicalisation Agenda | Tony Stanley, Chief Social Worker |
| 26 April 2017 Send out: 18 Apr 2017 | Update on Children Missing from Home and Care | Claire Bell, West Midlands Police and Tony Stanley, Chief Social Worker |
| | Update on CSE | Claire Bell, West Midlands Police, Alastair Gibbons, Executive Director for Children Services, Debbie Currie, AD Child Protection, Performance & Partnership, Cathryn Greenway, Senior Commissioning Officer and Emma Rohomon, Licensing Manager |



3 Outstanding Tracking

| Inquiry | Outstanding Recommendations | Date of Tracking |
|---|--|----------------------------------|
| We need to get it right: A health check into the Council's role in tackling Child Sexual Exploitation (CSE) | R6 - Awareness raising and licencing. | Tracking Completed |
| Children Missing from Home and Care | R2 – Develop an overarching strategy for missing children so responsibilities are clear and understood, risk is managed well, especially for looked after children and persistent runaways, information is shared effectively and appropriate support is in place for children and families. | Update received: 12 October 2016 |

4 Visits

- 4.1 A visit to Leeds City Council on the 2nd August 2016: Education Awards Appeals (Home to School Transport), Special Educational Needs (SEN), Leeds Safeguarding Childrens Board & Leeds' Scrutiny.
- 4.2 Further visits to be arranged to social work teams to talk to front line staff (South Area – Lifford House visited on 22nd July 2016).
- 4.3 Children in Care Council (CiCC) and work experience visit on 12th August 2016.

5 Inquiry

- 5.1 The committee to agree the topic for their inquiry. Corporate Parenting may be appropriate.

Inquiry – TBC

| Date | Item |
|------------------|--|
| TBC | TOR Agreed |
| January 2017 TBC | Evidence gathering & Committee agree the draft report |
| TBC | Draft report to the Executive & Committee agree final report |
| TBC | City Council |

6 Working Groups

- 6.1 The committee have discussed 'children missing from school' and Cllr Valerie Seabright to set up a working group to look at the wider issues of children 'missing education', e.g. permanent exclusions.
- 6.2 A Working Group to assist with the Council's Early Years Review: Early Education and Childcare Offer has been set up:



Early Years Review: Early Education and Childcare Offer

Working Group Members: Cllr Susan Barnett, Cllr Sue Anderson, Samera Ali, Evette Clarke & Cllr Shabrana Hussain

Key Officer(s): Emma Leaman, AD, Education and Infrastructure, Lindsey Trivett, Acting Head of Early Years and Gill King, Inclusion Support Manager

Terms of Reference

The City Council is undertaking a programme of work for the Early Years Review into Early Education and Childcare Offer. The Working group will:

- Contribute and add value to the Special Educational Needs and Disabilities (SEND) report and roll out. This includes:
 - Contribute to the draft report and recommendations from the Focus Group meetings (this will also be shared with all Committee Members).
 - Assistance with the promotion of the launch.
- Contribute to improving the insufficient take up of nursery places for 2 year olds. This may include:
 - Briefing sessions (the Q&A could lead to a short report from the Working Group).
 - The voice of the parents and the impact.
 - Visits.

7 To be Programmed

7.1 Lorna Fitzjohn, Regional Director, West Midlands, Ofsted to attend after the full Ofsted inspection.



8 Useful Acronyms

| | | |
|---|--|---|
| APA = Annual Performance Assessment BEP = Birmingham Education Partnership BESD = Behavioural, Emotional, Social Difficulties BSCB = Birmingham Safeguarding Children Board BSWA = Birmingham and Solihull Women's Aid BSWA = Birmingham Social Work Academy CAF = Common Assessment Framework CAF/CASS = Child & Family Court Advisory Support Service CAMHS = Child and Adolescent Mental Health Services CEOP = Child Exploitation and Online Protection CBB = Community Based Budget CC = Children's Centre CHIPS = Challenging Homophobia in Primary Schools CIC = Children in Care CICC = Children in Care Council CIN = Child In Need COBS = City of Birmingham School CPD = Continuing Professional Development CPR = Child Protection Register CRB = Criminal Records Bureau CSE = Child Sexual Exploitation CTB = Children's Trust Board | DFE = Department for Education DLT = Directorate Leadership Team DCSC = Disabled Children's Social Care DSP = Designated Senior Person DV = Domestic Violence EDT = Emergency Duty Team EFA = Education Funding Agency EHC = Education, Health and Care plan (to replace SEN statements from Sept 2014) EHE = Elective Home Education EWS = Education Welfare Service EYFS = Early Years Foundation stage FCAF = Family Common Assessment Framework F&A = Fostering and Adoption FGM = Female Genital Mutilation FNP = Family Nurse Partnership FSM = Free School Meals FSW = Family Support Worker IA = Initial Assessment IAT = Integrated Access Team IRO = Independent Reviewing Officer Key Stage 1 (Ages 5-7) Years 1 and 2 Key Stage 2 (Ages 7-11) Years 3, 4, 5 and 6 Key Stage 3 (Ages 11-14) Years 7, 8 and 9 Key Stage 4 (Ages 14-16) Years 10 & 11 Key Stage 5 (ages 16 – 18) LAC = Looked After Children LACES = Looked After Children Education Service LADO = Local Authority Designated Officer LSCB = Local Safeguarding Children Board | MASH = Multi Agency Safeguarding Hub NASS = National Asylum Support Service NEET = Not in Education, Employment or Training NQSW = Newly Qualified Social Worker NQT = Newly Qualified Teacher NRPF = No Recourse to Public Funds Ofsted = Office for Standards in Education PCT = Primary Care Trust PEP = Pupil Education Plan PEX = Permanent Exclusions PGCE = Post Graduate Certificate of Education PIE = Pride in Education PPS = Parent Partnership Services PRU = Pupil Referral Unit RAG = Red, Amber, Green SCR = Serious Case Review SEN = Special Educational Needs SENAR = SEN Assessment and Review SENDIASS = SEND Information, Advice and Support Service SENCO = Special Educational Needs Coordinator SEND = Special Educational Needs and Disability SEDP = Special Education Development Plan SGOs = Special Guardianship Orders TA = Teaching Assistant TAF = Team Around the Family UASC = Unaccompanied Asylum Seeking Children YDC = Young Disabled Champions YOS = Youth Offenders Service YOT = Youth Offending Team |
|---|--|---|

9 Forward Plan for Cabinet Decisions

The following decisions, extracted from the Cabinet Office Forward Plan of Decisions, are likely to be relevant to the Schools, Children and Families remit.

| ID Number | Title | Proposed Date of Decision |
|-------------|---|---------------------------|
| 000232/2015 | School Organisation Issues which may include Closures, Amalgamations, Opening of a new school – Standing Item | 20 Sep 16 |
| 000732/2015 | Provision of Additional Places at Harborne Primary School (Lordswood Academy Annexe) to meet Immediate Need and Demographic Growth for September 2016 Onwards – FBC | 16 Dec 16 |
| 002307/2016 | Council run Day Care Services – Review of delivery and future options for sustainability | 19 Dec 16 |
| 002325/2016 | Update report on Academy Conversions for Period – 1 September to 30 November 2016 | 13 Dec 16 |
| 002600/2016 | Unattached School Playing Fields – Disposal for Development | 30 Jan 17 |
| 002655/2016 | Schools Private Finance Initiative & Building Schools for the Future Savings Review | 21 Nov 16 |