

# WEST MERCIA YOUTH OFFENDING SERVICE



## YOUTH JUSTICE PLAN 2013/14



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## 1. INTRODUCTION

West Mercia Youth Offending Service was established on the 1<sup>st</sup> October 2012 and replaced the previous Shropshire, Telford and Wrekin Youth Offending Service and the Worcestershire and Herefordshire Youth Offending Service following a review of how youth justice services were provided across the West Mercia area.

The result of the review, the West Mercia model, is fundamentally more than a simple merger of the two previous services to bring about a single service. The new service is based on a core Youth Offending Service, hosted by West Mercia Probation Trust on behalf of the four Local Authorities, supported by commissioned non-core activities.

The core services are basically court facing services and the assessment, planning interventions, monitoring and review functions, along with victim liaison and support of Community Panel Members. All other services, previously delivered by the Youth Offending Services have been defined as non-core and are subject to a commissioning process. The commissioning process is ongoing and the new delivery arrangements for the non-core activities are due to be identified by October 2013. Until then the non-core activities are being delivered by an interim provider services arm of the West Mercia Youth Offending Service.

The hosting arrangement by the Probation Trust opens the opportunity for developing a flexible and more integrated approach to work with young adult offenders between the two services. The current arbitrary change of agency at 18 coincides with the peak age of offending, and often young people at this transition point are in need of greater support than has been traditionally able to be offered by the Probation Trust.

Although established on 1<sup>st</sup> October 2012, the service is still in transition from the previous structural arrangements to the single service with moves to new accommodation, implementation of a single ICT system and the adoption of a new and single case management system being progressed into 2013/14. This year, will, therefore be one in which the transition is completed and the benefits from the new arrangement are realised.

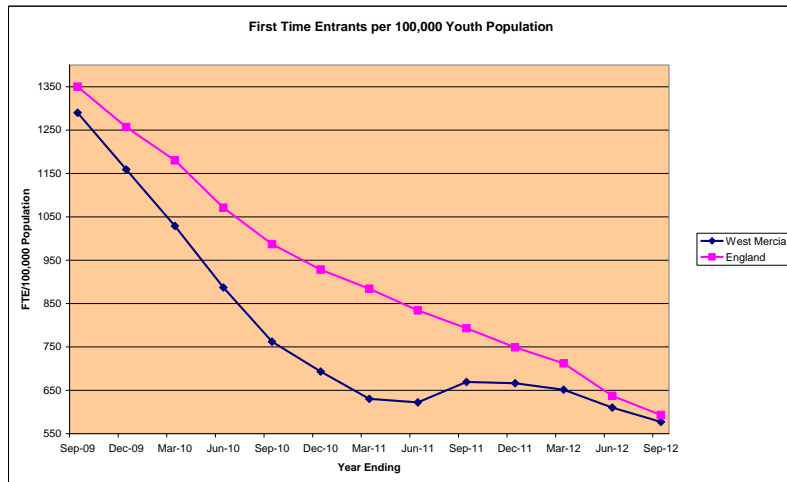
## 2. PERFORMANCE REVIEW

Youth Justice Partnerships are subject to three national indicators;

- First Time Entrants (FTE) to the Youth Justice System
- Use of Custody
- Re-Offending

### 1 First Time Entrants to the Youth Justice System (FTEs)

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (prior to 01.04.12 these were a Reprimand, Final Warning or Conviction). A lower figure denotes good performance.

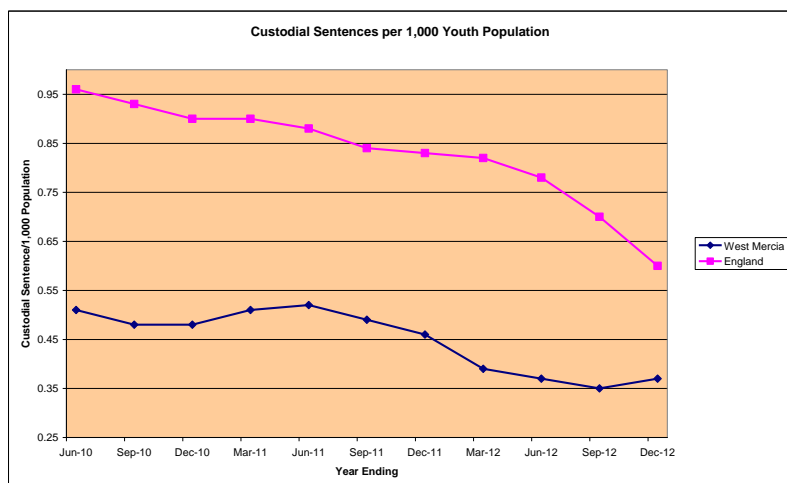


The number of FTEs across West Mercia for the year ending September 2012 was 577, which was lower than for England (593) and compares favourably with the two previous Youth Offending Services YOT family groups (statistical neighbour groups), where the Shropshire, Telford and Wrekin (STW) family group performance was 610 and the Worcestershire and Herefordshire (W&H) family group performance was 580.

The percentage reduction in FTEs in West Mercia over the three year period between the year ending September 2009 and the year ending September 2012 was -55.3% compared to -56.1% for England. The three year reduction for West Mercia compares favourably with the reductions for the two family groups, where the reduction for the STW family group was -52.7% and the W&H family group was -48.7%.

## 2. Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population. West Mercia has, historically, had a low rate of custodial sentences. A lower figure denotes good performance.



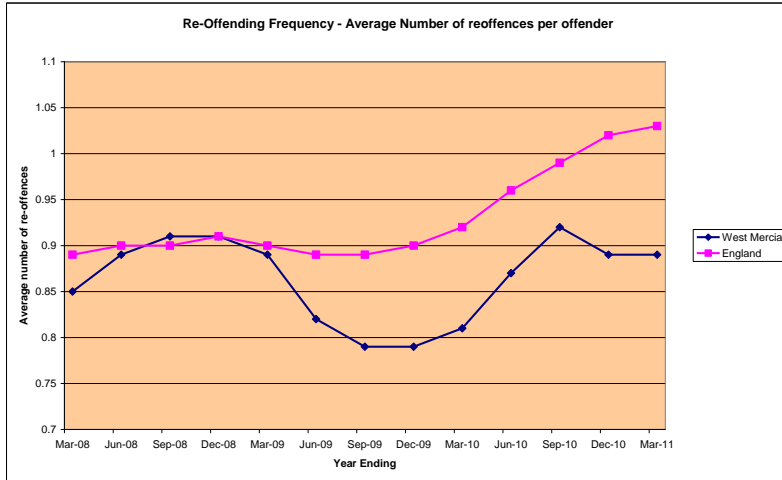
For the year ending December 2012 the use of custody rate for West Mercia was 0.37 against the rate for England of 0.60, West Mercia performance is, therefore significantly better than the national performance and in line with the YOS family groups performance of 0.39 for the STW group and 0.35 for the W&H group.

Over the two year period of the year ending December 2012 and the year ending December 2010 the rate has reduced from 0.48 to 0.37, a reduction of -22.9% compared to a reduction of -20.4% over the same period for both YOS family groups.

The fall in custodial sentences was from 57 in the year ending December 2010 to 43 in the year ending December 2012, a reduction of -24.6%.

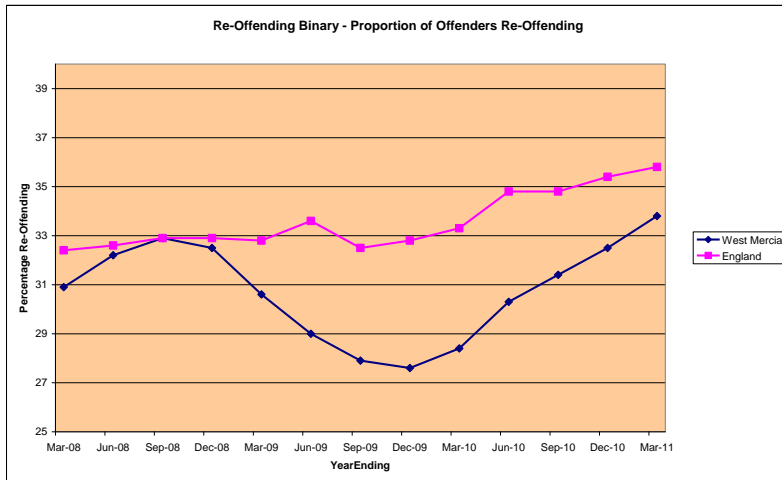
## 3. Re-Offending

There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the year ending March 2011. In both measures a lower figure denotes good performance.



For the year ending March 2011 the frequency measure performance for West Mercia was 0.89, compared to national performance 1.03. The range of performance across YOTs in England for the same period is 0.55 to 1.83. The West Mercia performance compares favourably with the performance of the family groups of the previous services where the STW family group performance is 0.96 and the W&H family group performance is 0.94.

A comparison over the three year period of the year ending March 2008 and the year ending March 2011, shows a small increase in the rate from 0.85 to 0.89 an increase of 4.4%, however the graph shows an increase in the 2011 rate to 0.91 in the year ending Dec 2008 followed by a decrease until the year ending December 2009, then a increase peaking at 0.92 in the year ending September 2010.



The increase in the frequency rate for England over the same period is more significant from 0.89 to 1.03, an increase of 15.7%. The West Mercia increase is also less significant than for the family groups over the same period, with an increase of 11.4% in the STW family group and an 11.9% increase in the W&H family group.

The binary measure performance for the year ending March 2011 for West Mercia is 33.8% compared with national performance of 35.8%. The West Mercia performance for this period is in line with the performance for the family groups of 33.9% for the STW family group and 33.6% for the W&H family group. The range of performance for YOTs across England is 24.2% to 52.2%.

A comparison over the three year period of the year ending March 2008 and the year ending March 2011, shows increase in the rate from 30.9% to 33.8% an increase of 2.9 percentage points. The graph reveals a similar pattern of performance over time as for the frequency measure. An increase over this three year period is reflected both nationally, an increase of 3.4 percentage points, and within the family groups with a 2.8 percentage point increase for the STW family group and a 3.0 percentage point increase for the W&H family group.

It has been recognised by the Youth Justice Board (YJB) that although significant progress, nationally, has been made for reducing first time entrants and reducing custody, the re-offending measure remains an area of concern. There is, currently, little research into the reasons for the decreases in the performance but it is thought that a large part of this may be down to the differences in the characteristics of more recent cohorts to the previous cohorts due to very significant decreases in first time entrants and the development of informal disposals for minor offences.

The YJB is to be undertaking work with YOTs during 2013/14 in order to understand more what is driving the trend in re-offending performance and look at how YOTs can be supported in addressing reducing re-offending. Locally the West Mercia YOS will be conducting some work to investigate the characteristics of cohort members and investigating whether a method of obtaining more real time performance data can be developed.

### 3. RESOURCES

The Youth Offending Service has a complex budget structure comprising of partner agency cash, seconded staff and in kind contributions and the Youth Justice Grant from the Youth Justice Board for England and Wales. The table below outlines the agreed contributions for 2013/14. The figures in the table are the total contribution, which include cash contributions, the cost of seconded staff and any costed services provided in kind.

Agency	Contribution £
West Mercia Police	361,291
West Mercia Probation Trust	310,115
Worcestershire County Council	799,943
Herefordshire Council <sup>1</sup>	276,150
Telford and Wrekin Council	375,920
Shropshire Council	329,598
Health – Worcestershire	98,060
Health – Herefordshire	38,554
Health – Shropshire and Telford and Wrekin	78,578
Youth Justice Board	1,526,822
Police and Crime Commissioner <sup>2</sup>	179,100
<b>Total Youth Offending Service Income</b>	<b>4,374,131</b>
Worcestershire County Council Early Help <sup>3</sup>	180,000
<b>Total Income</b>	<b>4,554,131</b>

As part of the YOS review and establishment of the West Mercia service a target was set of achieving an overall saving of 20%, from a 2011/12 baseline, by 2015. The draft budget for 13/14 of £4,374,131 represents a 9% saving from 12/13 and a 16% saving from 11/12 baseline. These figures include the Youth Justice Grant.

Further savings are to be achieved through the commissioning process, to be completed during 13/14 and from non-pay costs, in particular from the rationalising of the use of buildings, with plans for the co-location of YOS teams with other services being progressed early on in 2013/14.

<sup>1</sup> Includes a £19,475 contribution from the reserves account

<sup>2</sup> Two ring fenced time limited (13/14) grants to provide substance misuse services and for the development of the revised out of court disposal framework

<sup>3</sup> Ring fenced grant for the provision of Worcestershire YISP, currently managed by the Youth Offending Service



#### **4. STRUCTURE AND GOVERNANCE**

The West Mercia Youth Offending Service comprises five multi-agency service delivery teams, aligned to the Local Authority areas (two teams in Worcestershire) to deliver the core service. The core service has been defined as court facing services including the preparation of pre-sentence reports and remand management, and case management which includes assessment, planning interventions, the management of risk, monitoring and review of intervention plans and where necessary the enforcement of court orders. A central services team supports the service providing data management, quality assurance and commissioning support functions. The co-ordination of Referral Order work, including the recruitment, training and support of Community Panel Members is also a function of the core service as well as the co-ordination of work with victims and the service's engagement with partnerships and other agencies.

There are 60 full time equivalent posts in the core service, and the area based teams include Advanced Case Managers, Case Managers, Assistant Case Managers, Probation Officers, Health Workers, Police Officers, Victim Liaison Officers and Administrators.

Activities that have been previously delivered from within the previous two Youth Offending Services but which do not have to be directly delivered by a YOS have been defined as non-core services. These activities include reparation, intensive supervision and surveillance, bail supervision, programmes and activities, substance misuse interventions, ETE support and parenting interventions. These services are subject to a commissioning process which is due to be completed by October 2013. Until the commissioning process has been concluded these services are being provided by the YOS from an interim provider services team.

The YOS is managed on behalf of the Local Authorities and the YOS partnership by West Mercia Probation Trust. Day to day management of the Head of Service is provided by the Chief Executive of the Probation Trust and the Youth Offending Service is accountable to the YOS Management Board.

The Board is currently chaired by the Director of Children Services for Worcestershire County Council and this is initially for a two year period, until October 2014.

The Membership of the Board at 1<sup>st</sup> April 2013 is outlined in the table below:

Agency	Representative	Role
Worcestershire County Council	Gail Quinton	Director for Children Services
Shropshire Council	Karen Bradshaw	Director for Children Services
Telford and Wrekin Council	Laura Johnston	Director for Children Services
Herefordshire Council	Jo Davidson	Director for People Services
West Mercia Probation Trust	David Chantler	Chief Executive
West Mercia Police	Gareth Morgan	Assistant Chief Constable
Local Area Team – NHS England	Becki Hipkins	Project Manager

In addition to the members a Youth Justice Board regional representative attends meetings in an advisory capacity

The Board has adopted the following purpose and underlying principles:

### **Purpose**

- To focus collaborative multi-agency effort on work to improve outcomes for Young Offenders by offering an exemplary service, with timely interventions and strong links and partnership across all local services including Children's Services, criminal justice and community safety sectors.
- To set strategic direction for the Youth Offending Service across West Mercia and agree and review local youth justice planning
- To provide support and challenge to the West Mercia YOS on operational performance.

### **Underpinning Principles**

- To demonstrate effective leadership, support and challenge to the West Mercia YOS.
- To ensure that the YOS is compliant with relevant national standards, including Youth Justice Board and local arrangements, and deals with exceptions/risks appropriately
- To ensure available resources are used efficiently to run an effective YOS.
- To ensure that Local Authorities jointly and singly manage the agreement with the host agency (WMPT).
- To provide the necessary governance to effectively steer the delivery of the service

The changes to the health commissioning landscape that were implemented on 1<sup>st</sup> April 2013 have complicated health representation in the governance arrangements, and it is not feasible for a representative from each commissioning body to sit as a member of the YOS Management Board. To ensure adequate representation the Board has established a health sub-group comprising of health commissioners for each of the local areas. The chair of the group is the Management Board health representative, a manager from a Local Area Team of NHS England, with responsibility for offender health.

NHS England are currently reviewing mental health diversion schemes for both adult and youth offenders and during 2013 will be developing a service specification for schemes to be operationalised during 2014 as part of a cross governmental programme.

For 2013/14 the Board has established a reference group to analyse issues relating to Looked After Children and Care Leavers who are in the Youth Justice System.

The Management Board will ensure that, where relevant, commissioning across partner agencies take account of the needs of young people in or at risk of entering the youth justice system, and where appropriate explore joint commissioning arrangements.

### **Priorities for 2013/14**

The Management Board have agreed five main service priorities with three key areas of focus for each of the priorities for 2013/14.

In setting the priorities for 13/14 the Management Board has ensured that these support three of the four strategic aims of the West Mercia Police and Crime Plan. The YOS will directly contribute to objective 5 of the Police and Crime Plan, to reduce re-offending and bring offenders to account, under which two of the success measures are the YOS First Time Entrant and Re-offending Indicators.

The priorities and key areas of focus are outlined in the table below.

Priority		Key Areas of Focus	
1	Reduce Youth Offending and Protecting Communities from Harm	1a	Looked After Children and Care Leavers
		1b	Diversion
		1c	Restorative Processes
2	Finishing the Job	2a	Commissioning
		2b	Facilities and Enabling Services
		2c	Transitions
3	Get Connected, Stay Connected	3a	Pathways and Protocols
		3b	Information Sharing
		3c	How we become more included
4	Enabling staff to deliver now and into the future	4a	Training Strategy and Plan
		4b	Communication and Engagement
		4c	Management oversight
5	Know the Right Thing	5a	Performance and Quality Assurance Frameworks
		5b	Using intelligence to inform our and others service delivery
		5c	Putting the right policies, procedures and guidance in place

The priorities are outlined in more detail in section 5 of this plan

## **5. PRIORITIES FOR 2013/14**

### **1 Reduce Youth Offending and Protecting Communities from Harm**

The YOS is committed to ensuring that the risks posed by and to young people in the youth justice system are minimised through robust assessment and risk management. The service has adopted new safeguarding and management of risk policies and revised case management guidance is due for implementation in the first quarter of 2013/14. Key areas of focus under this priority for 2013/14 are looked after children and care leavers, diversion and restorative approaches.

#### **1a Looked after children and care leavers**

Looked after children (LAC) and care leavers who are in the youth justice system have been identified as a particularly vulnerable subset of both the LAC population and the youth offending population. LAC form a significant proportion of young people on YOS case loads across the West Mercia area teams. There is also a significant proportion of LAC from other Local Authorities who are temporarily placed in Shropshire and in Herefordshire and managed by the YOS. An operational reference group, as a sub-group of the Management Board, is being established in 13/14, comprising of representatives of the social care services and the YOS to analyse the joint issues and develop joint working in relation to LAC and care leavers.

#### **1b Diversion**

On the 1<sup>st</sup> April 2013 a new out of court disposal framework was implemented replacing the previous reprimand and final warning system. A priority will be the establishing the joint decision making process required under the new framework and ensuring the delivery of intervention programmes in support of Youth Cautions and Conditional Cautions. Diversion from custody is another area of focus particularly in respect of remands to the secure estate. The commissioning process will ensure the development of robust and credible community based alternatives to secure remands.

#### **1c Restorative Approaches**

The YOS has good reparation services and victim liaison arrangements. Despite this the proportion of victims participating in direct restorative processes remains low. In 13/14 the YOS will develop a new victim and restorative justice strategy,

continue to implement the restorative justice training for Panel Members and staff and develop restorative approaches within the new out of court disposal framework.

## **2 Finishing the Job**

Although West Mercia YOS was established on 1<sup>st</sup> October 2012, at 1<sup>st</sup> April 2013 the service is still in transition from the previous YOS arrangements across West Mercia to the single service. In order to complete the transition the three key areas of focus identified are commissioning, facilities and enabling services and transitions.

### **2a Commissioning**

The evaluation of specifications and service re-design stages of the commissioning process for non-core activities will be completed in the first two quarters of 13/14, with implementation of any new arrangements for service delivery completed by the end of the year.

### **2b Facilities and Enabling Services**

There are three main outstanding areas of implementation under this area of focus to be progressed in 13/14, firstly accommodation moves from current premises into co-location arrangements with other services, secondly implementing a single ICT system for West Mercia YOS and thirdly merging the two case management system data sets and upgrading the case management system.

### **2c Transitions**

West Mercia Probation Trust hosting the YOS provides an opportunity to develop a flexible and more integrated approach to work with young adult offenders between the two services. In 13/14, working with YSS, a third sector organisation who have been managing a Barrow Cadbury Trust funded T2A (Transition to Adulthood) project in West Mercia, and the Probation Trust a plan for more integrated working across the 15 to 20 year age group will be developed.

### **3. Get Connected, Stay Connected**

One of the aims of the service review was to ensure that there is greater integrated working between the YOS and other children and family services with the shared aim of improving outcomes for young people in the youth justice system. Key areas of focus for this priority in 13/14 are pathways and protocols, information sharing and how the YOS becomes more included.

#### **3a Pathways and Protocols**

In 13/14 defined pathways will be agreed for young offenders to obtain timely and appropriate services with key agencies. These pathways will be underpinned by joint protocols.

#### **3b Information Sharing**

Ensuring that relevant information is shared between agencies is essential for undertaking accurate assessments, managing risk and ensuring that young people receive the right services. In 13/14 the information sharing agreements with key agencies will be reviewed. The first agreement to be reviewed will be with West Mercia Police in relation to the information exchanges required for the new out of court disposal joint decision arrangements.

#### **3c How we become more included**

Promoting greater integrated and joint working between the YOS and other services is a key area of focus. Initially in 13/14 this will be focused, in particular, on the work to be undertaken on joint issues with LAC and care leavers and also in ensuring linkages with the Troubled Families and Early Help developments in each of the Local Authorities.

### **4. Enabling staff to deliver now and into the future**

This priority is concerned with ensuring that staff have the right training, knowledge and support to deliver quality services for children and young people. Key areas for focus for 13/14 are training, communication and engagement and management oversight.

#### 4a Training Strategy and Plan

During the re-structuring that took place during quarters 3 and 4 of 2012/13, some staff changed roles, and a priority for 13/14 is to develop a service training strategy and plan, and to bring together the two previous service's training records into a single database.

#### 4b Communication and Engagement

In 13/14 the service will put in place a staff communication and engagement strategy to ensure that staff are regularly provided with information they need to undertake their work and ensure their involvement in developing the service.

#### 4c Management Oversight

As part of the planning for inspections the service will define those activities where management oversight is required, and how that management oversight is achieved, ensuring this is consistent across the service.

### **5. Know the Right Thing**

Knowing the right thing is about ensuring that the YOS, the Management Board and other agencies have the information required to develop services and improve the outcomes for children and young people in the youth justice system and those at risk of entering the youth justice system.

#### 5a Performance and Quality Assurance Frameworks

The service will, in 13/14 develop a performance framework which will measure outcomes and outputs that are identified as priorities across West Mercia, in addition to the national indicators. A single quality assurance framework will be developed to ensure consistency across the service, and drive improvements in service delivery.

#### 5b Using intelligence to inform ours and others service delivery

A priority for 13/14 will be trying to understand what is driving the downward trend in the re-offending performance and planning to improve this area of performance and improving the outcomes for young people in the youth justice system.



5c Putting the right policies, procedures and guidance in place

In the first two quarters of 13/14 there will be a systematic review of YOS policies and procedures to ensure that these reflect the revised national standards, recent legislation and policy changes and are consistent across the service.

## 6. ACTION PLAN

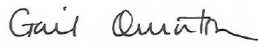
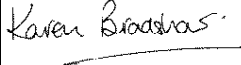



Action	Key Priority & Area of Focus	Owner	Timescale
Establishment of and agreement of work plan for the LAC and Care Leavers operational reference group	1a & 3c	HS	Q1
Develop of OoCD framework which addresses needs of young people and their families	1b	TM (T)	Q1
Agreeing data sharing arrangements with early help services to enable FTE monitoring	1b & 5b	CM/TM (PS)	Q3
Agree pathways into services to support young people subject to the OoCD framework	1b & 3a	CM/TM (PS)	Q3
Development of a YOS RJ Strategy and Plan	1c	TM (H)	Q2
Agreeing process of victim liaison at the pre-court stage of the YJS	1c & 1b	TM (H)	Q1
Complete the evaluation and services redesign stages of the commissioning process for non core activities	2a	CM	Q1 & Q2
Implementation of commissioning process decisions	2a	CM	Q3 & Q4
Movement of Shropshire and Telford Teams to new accommodation arrangements	2b	CM	Q1
Agree accommodation arrangements for Worcestershire Teams	2b	CM	Q1
Agree co-location arrangements for Herefordshire Team	2b	CM	Q2
Agreement and implementation of ICT hosting arrangements for WM YOS	2b	CM/HS	Q1 & Q2
Implementation of ChildView Youth Justice (Case Management System)	2b	CM/HS	Q3
Agreeing plan for transition to adulthood arrangements	2c	HS	Q2
Review and revise pathways into universal and targeted services	3a	CM/TM (S)	Q3
Underpin pathways into universal and targeted services with joint protocols	3a	CM/TM (S)	Q3
Review process of receiving victim details	3b & 1c	CM (H)	Q2
Putting an information sharing agreement in place with WMP in respect of the OoCD framework	3b & 1b	HS	Q1
Review of how governance structure can include other key stakeholders	3c	HS	Q4
Ensure links between local teams and the authorities troubled families programmes	3c	CM	Q4
Development of training strategy and plan	4a	CM/HS	Q2

Action	Key Priority & Area of Focus	Owner	Timescale
Training to be commissioned on intervention planning to include sequencing and inclusion of protective factors	4a	HS	Q2
Training to be commissioned for risk assessment and planning	4a	HS	Q2
Audit of staff understanding and training in safeguarding and addressing deficits	4a	TM (SW)	Q2
Complete the RJ training for staff and volunteers	4a	CM	Q1 & Q2
Development of a service wide RJ/Victims service development group	4b & 1c	TM (H)	Q2
Implementation of regular auditing of Assets and timeliness of reviews	4c & 5a	HS	Q1
Implementation of detailed risk management guidance	4c & 5c	TM (NW)/TM (T)	Q2
Implementation of regular auditing of risk assessment and risk plan	4c & 5c	CM	Q2
Develop and agree a performance framework	5a	CM	Q2
Develop and agree a quality assurance framework	5a	CM	Q2
Monitor completion and results of young peoples feedback	5a & 5b	HS	Q2
Develop QA process for MAPPA L1 meetings	5a	CM	Q2
Agree a tool and process for evaluating programmes of intervention	5a	CM	Q3
Identify data schedule and develop mechanisms to share key information with stakeholders	5b	HS/CM	Q3
Undertake analysis into the characteristics of the re-offending cohort	5b	TM (T)	Q1
Review and revise remand management guidance	5c	HS	Q2
Review and revise current DYO processes	5c	TM (T)/TM (H)	Q1
Implement revised case management guidance	5c	TM (T)/TM (NW)	Q1
Develop of recording guidance to support implementation of ChildView YJ and ensure outcome data is recorded	5b & 4b	CM	Q3

Key to owners:

HS	Head of Service
CM	Commissioning, Performance and QA Manager
TM (H)	Team Manager, Herefordshire
TM (S)	Team Manager, Shropshire
TM (T)	Team Manager, Telford
TM (NW)	Team Manager, North Worcs
TM (SW)	Team Manager, South Worcs
TM (PS)	Team Manager, Provider Services

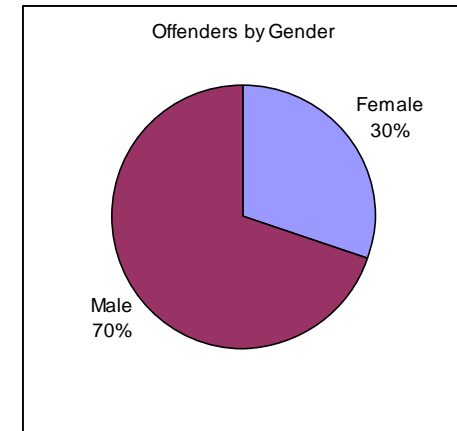
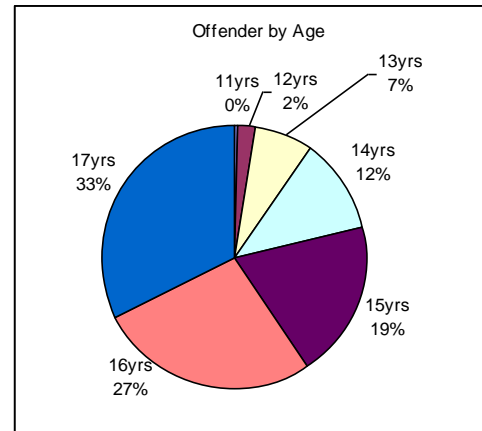
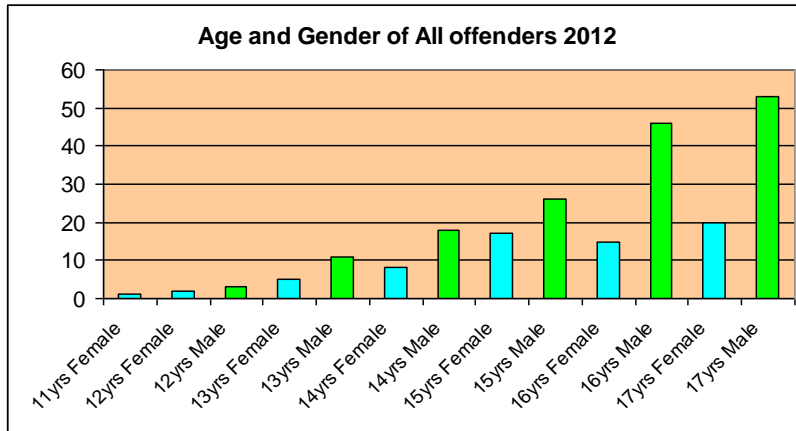
## 7 MANAGEMENT BOARD APPROVAL

Agency	Agency	Signature	Date
Gail Quinton	Worcestershire County Council		01.05.13
Karen Bradshaw	Shropshire Council		01.05.13
Laura Johnston	Telford and Wrekin Council		01.05.13
Jo Davidson	Herefordshire Council		01.05.13
David Chantler	West Mercia Probation Trust		01.05.13
Gareth Morgan	West Mercia Police		01.05.13
Becki Hipkins	NHS England		01.05.13

## APPENDIX 1 - AREA PROFILE – HEREFORDSHIRE

### Youth Offending Population – all Young People

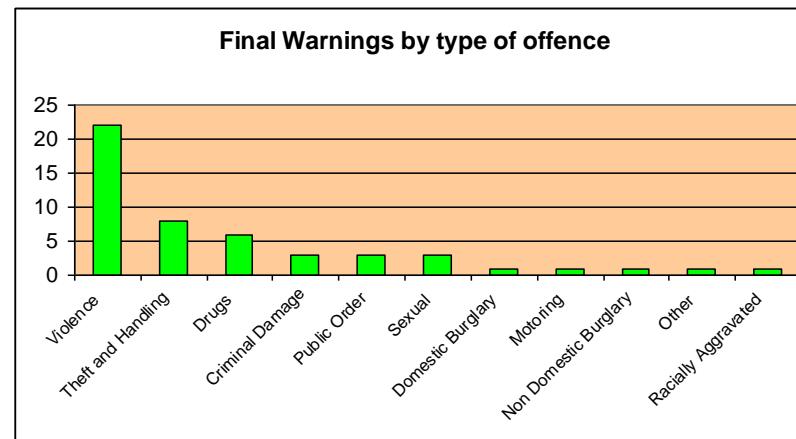
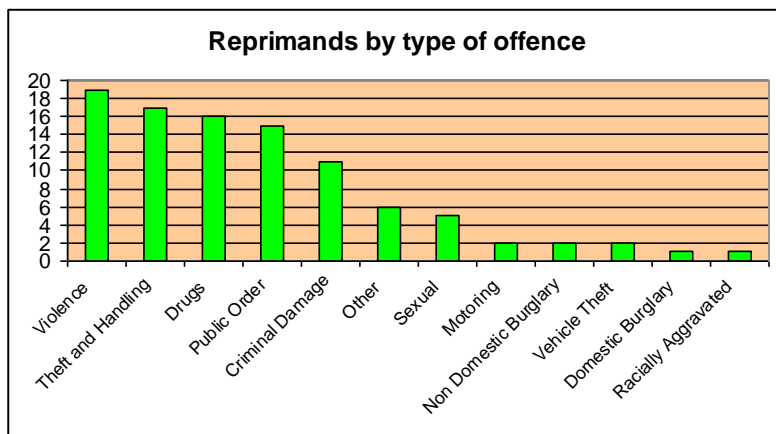
There are 17,224 young people aged 10 to 17 in Herefordshire. In 2012 there were 275 youth justice sanctions (reprimands, final warnings or convictions) made on Herefordshire young people. A total of 225 individual young people accounted for these 275 outcomes, 1.3% of the youth population.



Of the 225 young people entering or in the youth justice system in 2012, 70% were male. The majority, 79%, were aged 15 to 17 years. The peak age of offending for both young males and females was 17 years.

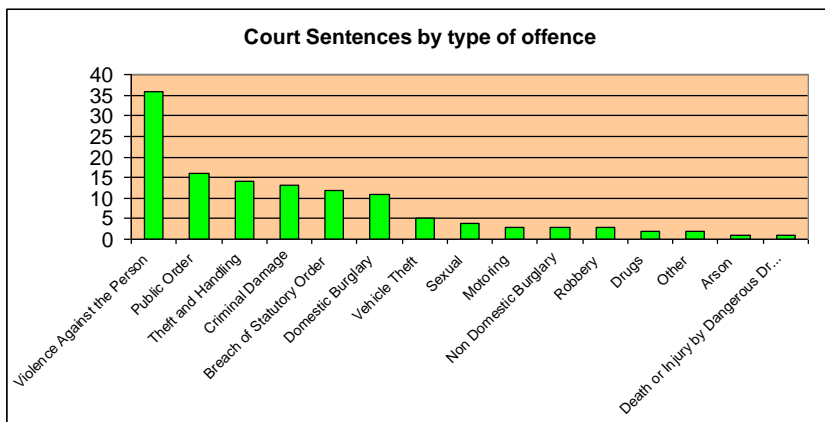
### Youth Offending Population – Young People Subject to Out of Court Disposals

During 2012 there were a total of 127 pre-court disposals made on Herefordshire young people, 97 of these were Reprimands and 50 Final Warnings. The YOS is required to assess all young people made subject to Final Warnings, and if assessed appropriate provide a programme of intervention, in 2012 intervention programmes were provided for 24 (48%) of the Final Warnings.



The most frequently occurring primary offence for reprimands was violence against the person, 20%, followed by theft and handling, 18%, drug offences, 16%, public order offences, 15% and criminal damage 11%. These five offence categories accounting for 80% of the reprimands but also 84% of all final warnings. Violence against the person accounted for 44% of all Final Warnings.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2012 a total of 99 Herefordshire young people accounted for 126 court outcomes. Orders requiring YOS interventions (Referral Orders, YROs and Custodial sentences) accounted for 89 of the 126 court outcomes.

The majority, 71% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for a third (33%) of young people receiving a court sentence.

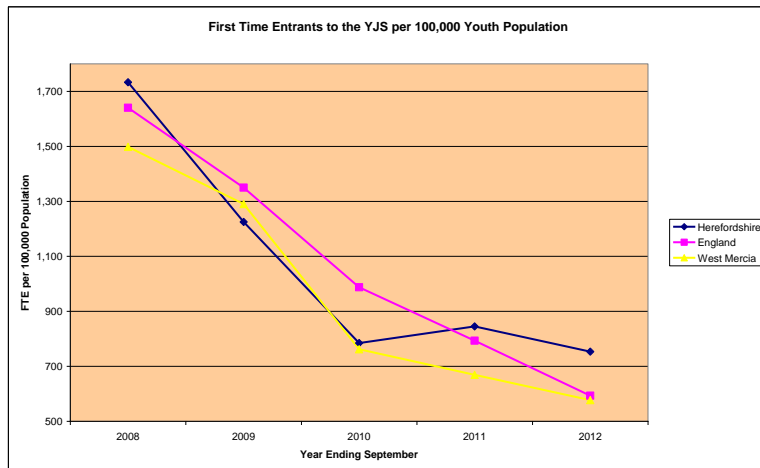
The most frequently occurring primary offence for court sentences was violence against the person, accounting for 29% of all outcomes. Public order offences was the next frequently occurring offences, 13%,

followed by theft and handling, 11% and criminal damage 10%. These four categories of offences accounted for 63% of all sentencing outcomes.

## Performance Against National Indicators

### (i) First Time Entrants

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (prior to 01.04.12 these were a Reprimand, Final Warning or Conviction).



In the year ending September 2012 there were 753 first time entrants per 100,000 youth population in Herefordshire, representing a reduction of -56.6% since the year ending September 2008. This compares with a reduction for England of -63.8% and for West Mercia of -61.5% over the same period.

At 753 Herefordshire has the highest rate of FTEs across West Mercia, the next highest rate being 554. The reason for the higher rate is currently unknown and will be investigated during 13/14.

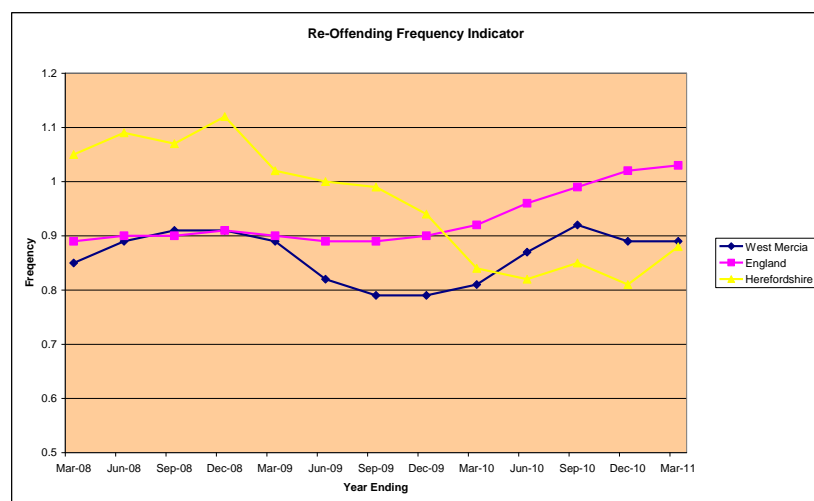
### (ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population. Herefordshire has, historically, had a low rate of custodial sentences.

There were 7 custodial sentences during 2012, equating to a rate of 0.4 custodial sentences per 1000 youth population. This compares to a West Mercia rate of 0.38 and a national rate of 0.6. Custodial sentences accounted for 5.5% of all court outcomes in Herefordshire, compared to 6.4% of all court outcomes across West Mercia.

### (iii) Re-Offending

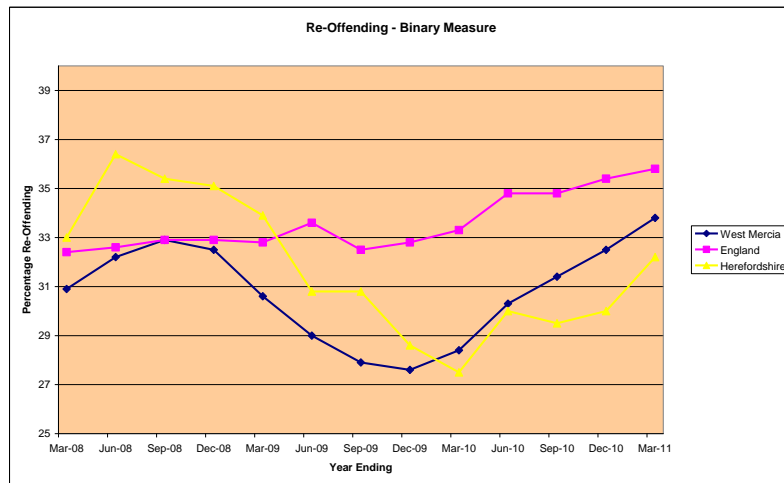
There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the year ending March 2011.



The frequency measure performance for Herefordshire for the year ending March 2011 is 0.88, compared to the West Mercia performance of 0.89 and national performance of 1.03. Herefordshire is, therefore, performing slightly better than for West Mercia and significantly better than the national performance. Herefordshire is showing improved performance for the year ending March 2011 from the year ending March 2008 of a reduction of -16.1%. This compares with increases in the frequency rate for West Mercia of 4.4% and England of 15.7%.

For the year ending March 2011 the binary measure for Herefordshire is 32.2% compared with a West Mercia performance of 33.8% and a national performance of 35.8%. For the three year period 2008 to 2011 Herefordshire is showing a slight improvement in performance from 33.0% to 32.2%, a reduction of 0.8 percentage points or a reduction of -

2.4%, whereas West Mercia and England are both showing an increase over the same period. It should be noted, however, that although Herefordshire is showing better performance than both West Mercia and England, the binary measure percentage has been increasing since the year ending March 2010.



The increasing rate is a national picture and the YJB has noted that there is currently little evidence as to why this is happening. The YJB is to be undertaking work with YOTs during 2013/14 in order to understand more what is driving the trend in performance and look at how YOTs can be supported in addressing reducing re-offending.

Locally the West Mercia YOS will be conducting some work to investigate the characteristics of cohort members and investigating whether a method of obtaining more real time performance data can be developed.

### Education, Training and Employment

The YOS has previously measured whether a young person is in full time education, training or employment at the end of their order. The table below outlines the results for year ending March 2012.

	Herefordshire % in ETE	West Mercia % in ETE
Young People of School Age	89%	83%
Young People above School Age	56%	62%
Overall Performance	72%	70%

The performance for Herefordshire for school age young people is better than for West Mercia, but slightly worse for young people above school age. Figures for the first 3 quarters of 2012/13 show worsening performance. Education, training and employment has been adopted as an local performance indicator and is due to be a focus of

scrutiny in a themed YOS Management Board meeting during the second quarter of 13/14.

It should be noted that those young people of school age not in full time education (11%) are not necessarily NEET, but are receiving an education provision which is not 25 hours a week.



## **Looked After Children**

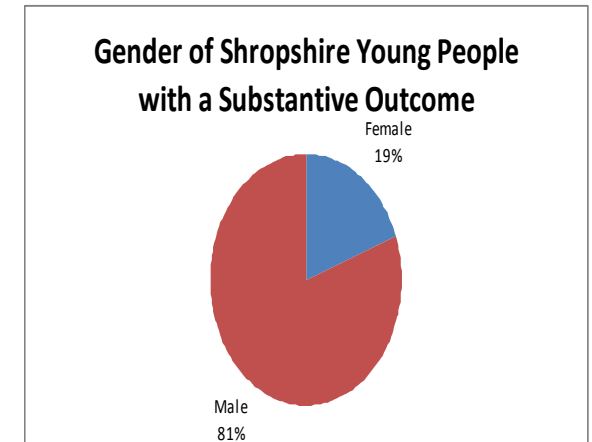
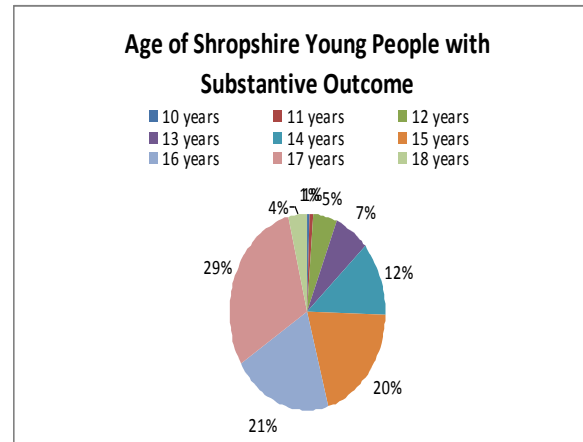
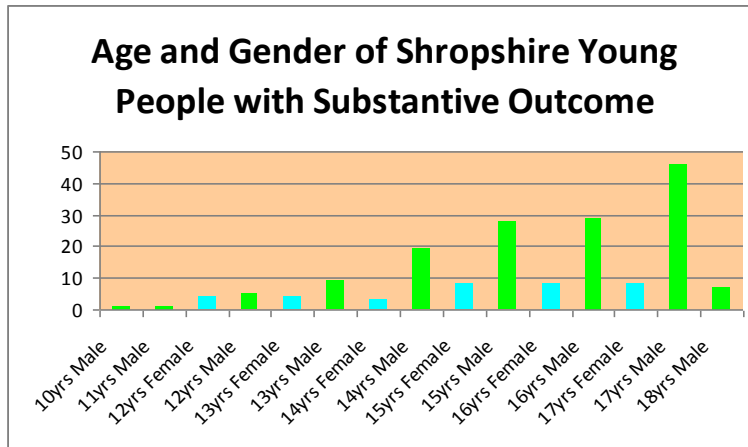
On the 30<sup>th</sup> September 2012 an analysis of LAC on the YOS case load was undertaken. This showed that of the total case load of the Herefordshire YOS Team, 26.7% were looked after children. At this point in time 15% of the case load were LAC from other areas temporarily placed in Herefordshire. The proportion of Herefordshire LAC aged 10 to 17 who were under the supervision of the YOS at this time was 6.9%.

The YOS Management Board have established an operational reference group for 13/14 to analyse the issues between the YOS and Social Care in relation to LAC and Care Leavers and make operational recommendations in relation to joint working to improve the outcomes for LAC and Care Leavers who are in the youth justice system.

## APPENDIX 2 - AREA PROFILE – SHROPSHIRE

### Youth Offending Population – all Young People

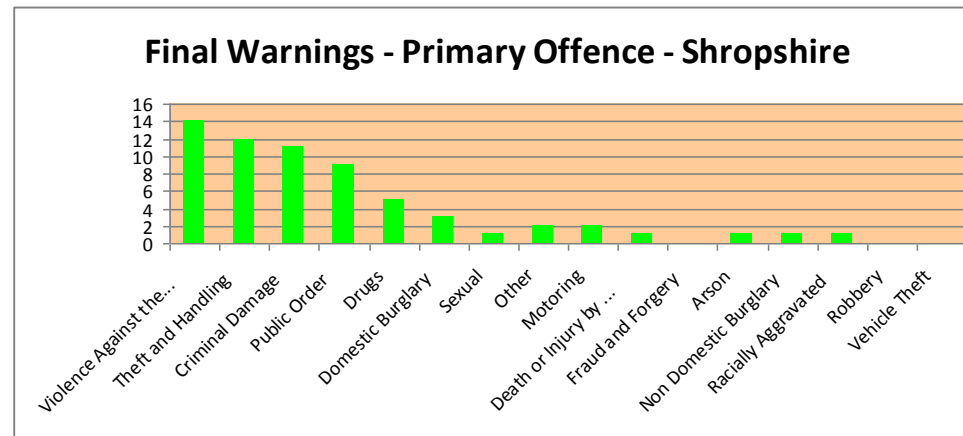
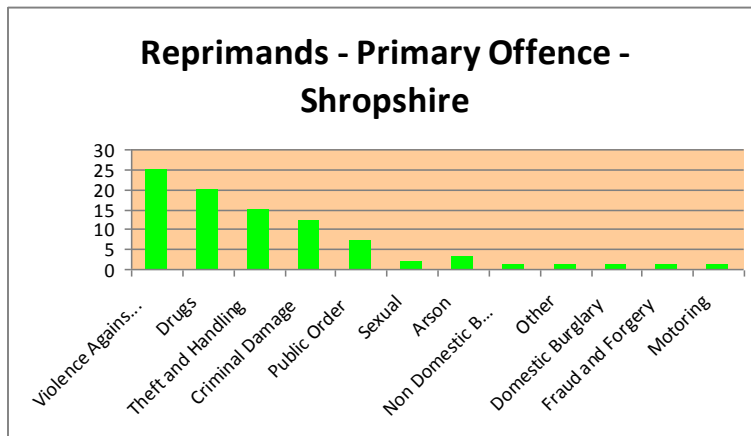
There are 29,933 young people aged 10 to 17 in Shropshire. In 2012 there were 236 youth justice sanctions (reprimands, final warnings or convictions) made on Shropshire young people. A total of 180 individual young people accounted for these 236 outcomes, 0.78% of the youth population.



Of the 180 young people entering or in the youth justice system in 2012, 81% were male. The majority, 70%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and females 16 years.

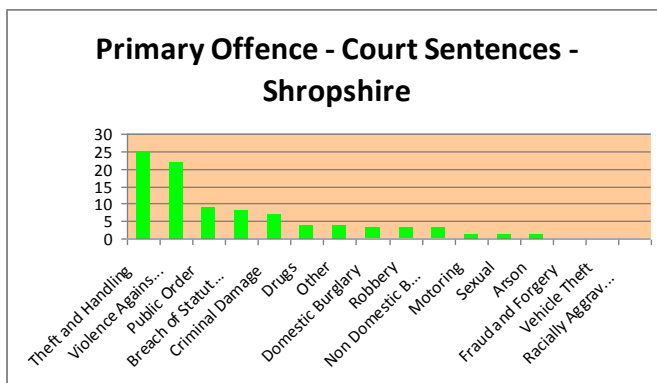
### Youth Offending Population – Young People Subject to Out of Court Disposals

During 2012 there were a total of 152 pre-court disposals made on Shropshire young people, 89 of these were Reprimands and 63 Final Warnings. The YOS is required to assess all young people made subject to Final Warnings, and if assessed appropriate provide a programme of intervention, in 2012 intervention programmes were provided for 14 (22%) of the Final Warnings.



The most frequently occurring primary offence for reprimands was violence against the person, 28%, followed drug offences, 22%, theft and handling, 17%, criminal damage, 14% and public order offences 8%. These five offence categories accounting for 89% of the reprimands and also 51% of all final warnings. Violence against the person accounted for 22% of all Final Warnings.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2012 a total of 57 young people in Shropshire accounted for 91 court outcomes. Orders requiring YOS interventions (Reparation Orders, Referral Orders, YROs and Custodial sentences) accounted for 70 of the 91 court outcomes.

The majority, 80% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for just under half (46%) of young people receiving a court sentence.

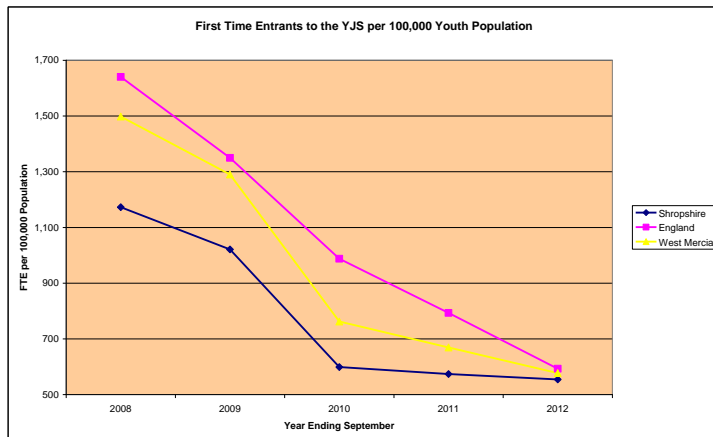
The most frequently occurring primary offence for court sentences was theft and handling, accounting for 28% of all outcomes. violence against the person were the next frequently occurring offences, 24%, followed by public order offences,

10%, breach of a statutory order, 9% and criminal damage 8%. These five categories of offences accounted for 79% of all sentencing outcomes.

## Performance Against National Indicators

### (i) First Time Entrants (FTE)

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (prior to 01.04.12 these were a Reprimand, Final Warning or Conviction). A lower figure denotes good performance.



In the year ending September 2012 there were 554 first time entrants per 100,000 youth population in Shropshire, representing a reduction of -52.8% since the year ending September 2008. This compares with a reduction for England of -63.8% and for West Mercia of -61.5% over the same period.

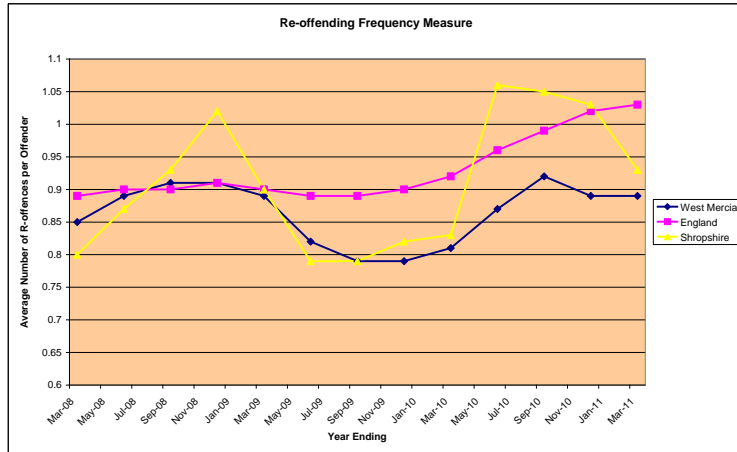
The FTE rate for Shropshire of 554 is better than for West Mercia, 577 and for England at 593.

### (ii) Use of Custody

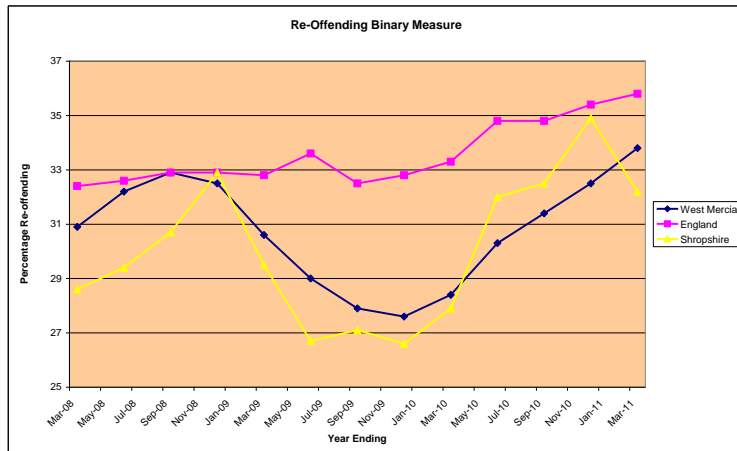
The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population. A lower figure denotes good performance. Shropshire has, historically, had a low rate of custodial sentences.

There were 7 custodial sentences during 2012, equating to a rate of 0.23 custodial sentences per 1000 youth population. This compares to a West Mercia rate of 0.38 and a national rate of 0.6. Custodial sentences accounted for 7.2% of all court outcomes in Shropshire, compared to 6.4% of all court outcomes across West Mercia.

### (iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the year ending March 2011.



The frequency measure performance for Shropshire for the year ending March 2011 is 0.93, compared to the West Mercia performance of 0.89 and national performance of 1.03. Shropshire is, therefore, performing slightly worse than for West Mercia but significantly better the national performance. Shropshire is showing slight decrease in performance for the year ending March 2011 from the year ending March 2008 of a increase in the frequency rate of 16.2%. This compares with increases in the frequency rate for West Mercia of 4.4% and England of 15.7%.

For the year ending March 2011 the binary measure for Shropshire is 32.2% compared with a West Mercia performance of 33.8% and a national performance of 35.8%. For the three year period 2008 to 2011 Shropshire is showing a slight decrease in performance from 28.6% to 32.2%, an increase of 3.6 percentage points. West Mercia and England are both showing an increase over the same period of 2.9 percentage points for West Mercia and 3.4 percentage points for England. The performance trend in Shropshire follows the general trend nationally and for West Mercia over the period 2008 to 2011.

The increasing rate is a national picture and the YJB has noted that there is currently little evidence as to why this is happening. The YJB is to be undertaking work with YOTs during 2013/14 in order to understand more what is driving the trend in performance and look at how YOTs can be supported in addressing reducing re-offending.

Locally the West Mercia YOS will be conducting some work to investigate the characteristics of cohort members and investigating whether a method of obtaining more real time performance data can be developed.

### Education, Training and Employment

The YOS has previously measured whether a young person is in full time education, training or employment at the end of their order. The table below outlines the results for year ending March 2012.

	Shropshire % in ETE	West Mercia % in ETE
Young People of School Age	87%	83%
Young People above School Age	71%	62%
Overall Performance	77%	70%

The performance for Shropshire for all young people is better than for West Mercia. Figures for the first 3 quarters of 2012/13 show worsening performance. Education, training and employment has been adopted as a local performance indicator and is due to be a focus of scrutiny in a themed YOS Management Board meeting during the second quarter of 13/14.

It should be noted that those young people of school age not in full time education (13%) are not necessarily NEET, but are receiving an education provision which is not 25 hours a week.

### Looked After Children

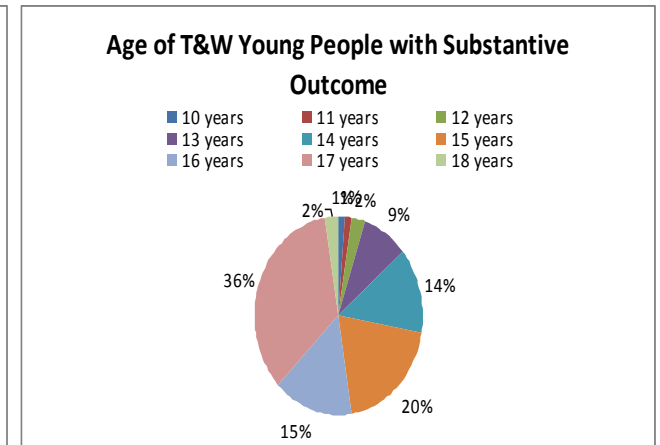
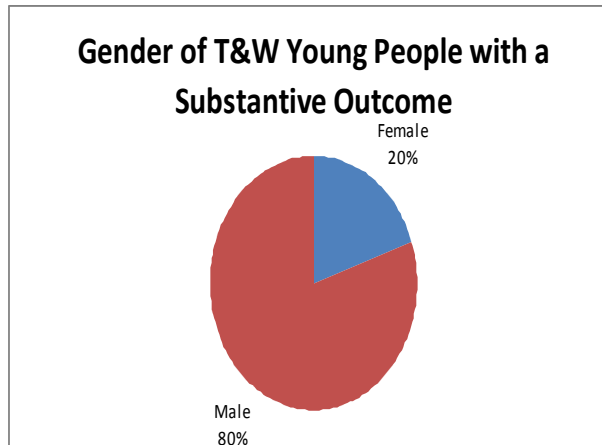
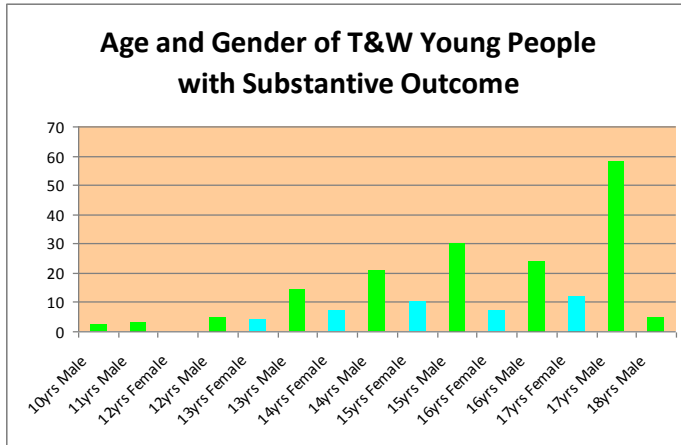
On the 30<sup>th</sup> September 2012 an analysis of LAC on the YOS case load was undertaken. This showed that of the total case load of the YOS Team in Shropshire, 50.3% were looked after children. At this point in time 23.3% of the case load were LAC from other areas temporarily placed in Shropshire. The proportion of Shropshire LAC aged 10 to 17 who were under the supervision of the YOS at this time was 15.2%.

The YOS Management Board have established an operational reference group for 13/14 to analyse the issues between the YOS and Social Care in relation to LAC and Care Leavers and make operational recommendations in relation to joint working to improve the outcomes for LAC and Care Leavers who are in the youth justice system.

## APPENDIX 3 - AREA PROFILE – TELFORD AND WREKIN

### Youth Offending Population – all Young People

There are 17,525 young people aged 10 to 17 in Telford and Wrekin. In 2012 there were 254 youth justice sanctions (reprimands, final warnings or convictions) made on Telford and Wrekin young people. A total of 202 individual young people accounted for these 254 outcomes, 1.15% of the youth population.

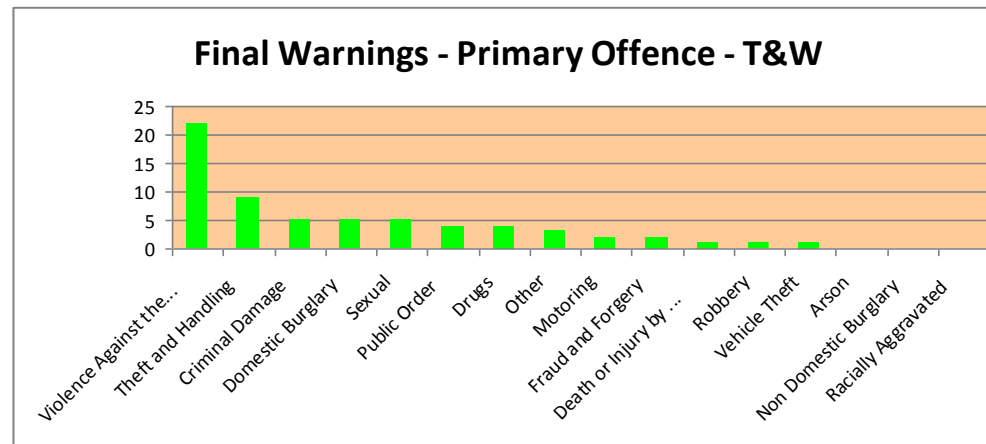
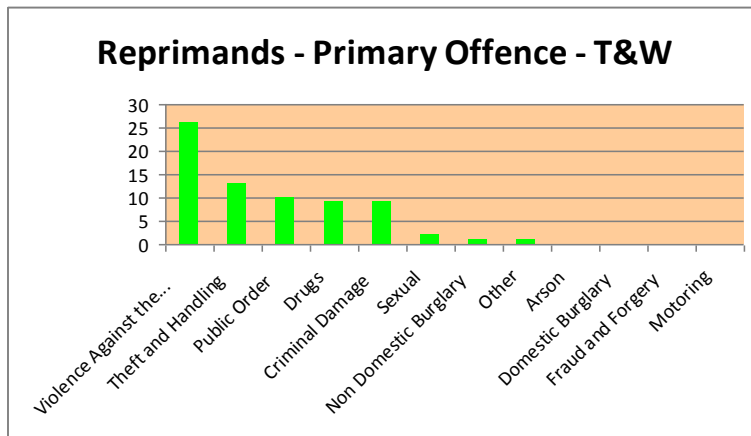


Of the 202 young people entering or in the youth justice system in 2012, 80% were male. The majority, 60%, were aged 15 to 17 years. The peak age of offending for young males was 17 years and females 17 years.

### Youth Offending Population – Young People Subject to Out of Court Disposals

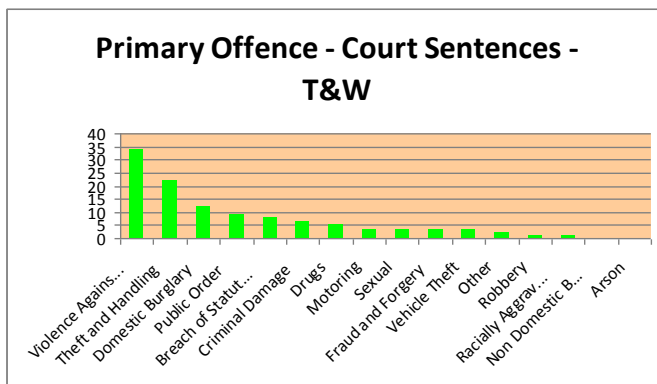
During 2012 there were a total of 135 pre-court disposals made on Telford and Wrekin young people, 71 of these were Reprimands and 64 Final Warnings. The YOS is required to assess all young people made subject to Final Warnings, and if assessed appropriate provide a programme of intervention, in 2012 intervention programmes were provided for 20 (31%) of the Final Warnings.





The most frequently occurring primary offence for reprimands was violence against the person, 37%, theft and handling, 18%, public order offences, 14% drug offences 13% and criminal damage, 13%. These five offence categories accounting for 95% of the reprimands and also 69% of all final warnings. Violence against the person accounted for 34% of all Final Warnings and domestic burglary and sexual offences for 8% each.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2012 a total of 81 Telford and Wrekin young people accounted for 119 court outcomes. Orders requiring YOS interventions (Reparation Orders, Referral Orders, YROs and Custodial sentences) accounted for 101 of the 119 court outcomes.

The majority, 83% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for just over a third (38%) of young people receiving a court sentence.

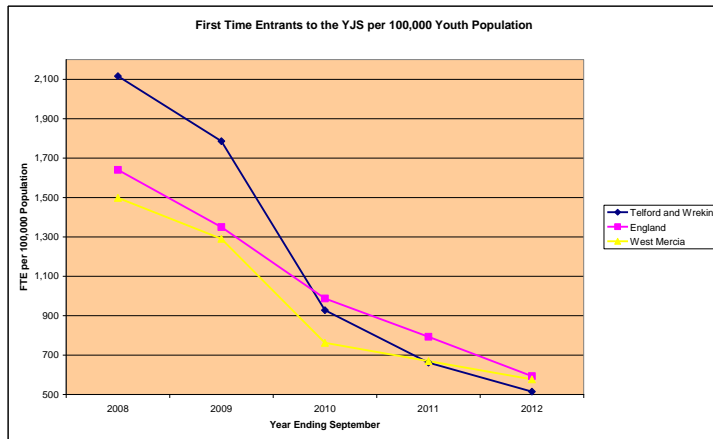
The most frequently occurring primary offence for court sentences was violence against the person, accounting for 30% of all outcomes. Theft and handling

offences were the next frequently occurring offences, 19%, followed by domestic burglary, 11%, public order, 8% and breach of a statutory order 7%. These five categories of offences accounted for 75% of all sentencing outcomes.

## Performance Against National Indicators

### (i) First Time Entrants (FTE)

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (prior to 01.04.12 these were a Reprimand, Final Warning or Conviction). A lower figure denotes good performance.



In the year ending September 2012 there were 515 first time entrants per 100,000 youth population in Telford and Wrekin, representing a reduction of -75.7% since the year ending September 2008. This compares with a reduction for England of -63.8% and for West Mercia of -61.5% over the same period.

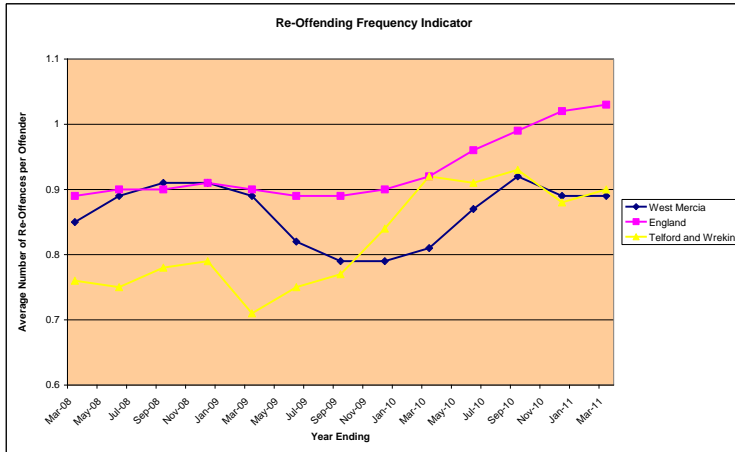
The FTE rate for Telford and Wrekin of 515 is better than for West Mercia, 577 and for England at 593.

### (ii) Use of Custody

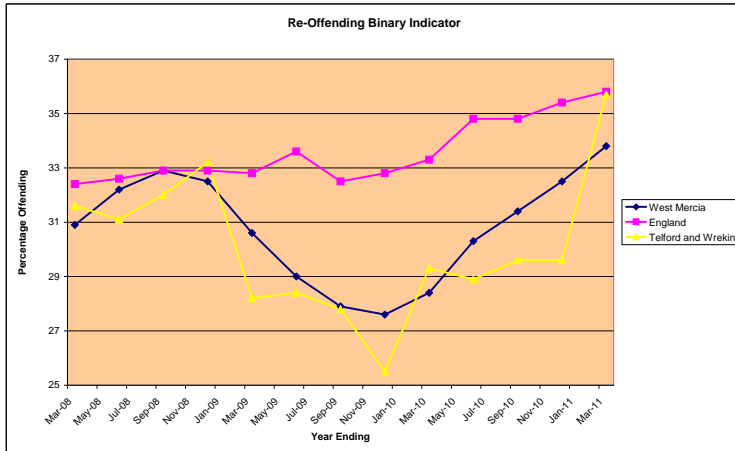
The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population. A lower figure denotes good performance. Telford and Wrekin has, historically, had a low rate of custodial sentences.

There were 7 custodial sentences during 2012, equating to a rate of 0.40 custodial sentences per 1000 youth population. This compares to a West Mercia rate of 0.38 and a national rate of 0.6. Custodial sentences accounted for 5.8% of all court outcomes in Telford and Wrekin, compared to 6.4% of all court outcomes across West Mercia.

(iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the year ending March 2011.



The frequency measure performance for Telford and Wrekin for the year ending March 2011 is 0.90, compared to the West Mercia performance of 0.89 and national performance of 1.03. Telford and Wrekin is, therefore, performing slightly worse than West Mercia but significantly better than the national performance. Telford and Wrekin is showing a decrease in performance for the year ending March 2011 from the year ending March 2008 of an increase in the frequency rate of 18%. This compares with increases in the frequency rate for West Mercia of 4.4% and England of 15.7%.

For the year ending March 2011 the binary measure for Telford and Wrekin is 35.7% compared with a West Mercia performance of 33.8% and a national performance of 35.8%. For the three year period 2008 to 2011 Telford and Wrekin is showing a decrease in performance from 31.6% to 35.8%, an increase of 4.2 percentage points. West Mercia and England are both showing an increase over the same period of 2.9 percentage points for West Mercia and 3.4 percentage points for England. The performance trend in Telford and Wrekin follows the general trend nationally and for West Mercia over the period 2008 to 2011.

The increasing rate is a national picture and the YJB has noted that there is currently little evidence as to why this is happening. The YJB is to be undertaking work with YOTs during 2013/14 in order to understand more what is driving the trend in performance and look at how YOTs can be supported in addressing reducing re-offending.

Locally the West Mercia YOS will be conducting some work to investigate the characteristics of cohort members and investigating whether a method of obtaining more real time performance data can be developed.

### **Education, Training and Employment**

The YOS has previously measured whether a young person is in full time education, training or employment at the end of their order. The table below outlines the results for year ending March 2012.

	Telford and Wrekin % in ETE	West Mercia % in ETE
Young People of School Age	79%	83%
Young People above School Age	64%	62%
Overall Performance	69%	70%

The performance for Telford and Wrekin for all young people is slightly lower than for West Mercia. Figures for the first 3 quarters of 2012/13 show an increase in overall performance. Education, training and employment has been adopted as an local performance indicator and is due to be a focus of scrutiny in a themed YOS Management Board meeting during the second quarter of 13/14.

It should be noted that those young people of school age not in full time education (21%) are not necessarily NEET, but are receiving an education provision which is not 25 hours a week.

### **Looked After Children**

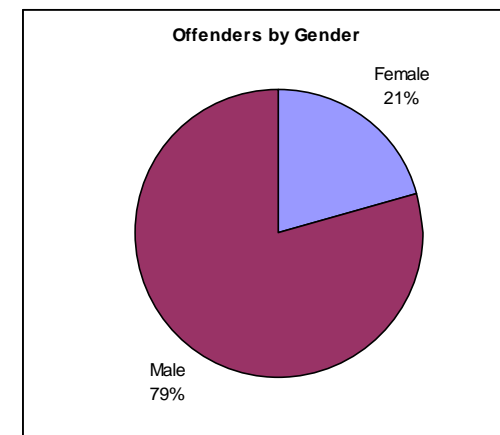
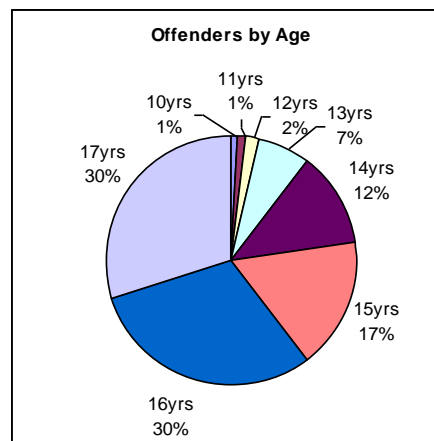
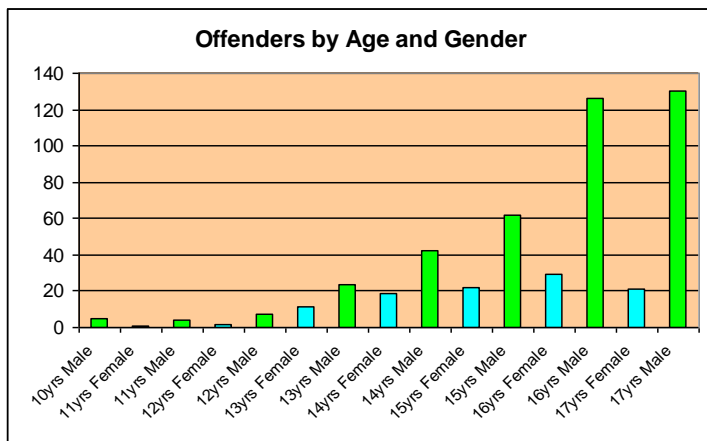
On the 30<sup>th</sup> September 2012 an analysis of LAC on the YOS case load was undertaken. This showed that of the total case load of the YOS Team in Telford and Wrekin, 28% were looked after children. At this point in time 8% of the case load were LAC from other areas temporarily placed in Telford and Wrekin. The proportion of Telford and Wrekin LAC aged 10 to 17 who were under the supervision of the YOS at this time was 9.1%.

The YOS Management Board have established an operational reference group for 13/14 to analyse the issues between the YOS and Social Care in relation to LAC and Care Leavers and make operational recommendations in relation to joint working to improve the outcomes for LAC and Care Leavers who are in the youth justice system.

## APPENDIX 4 - AREA PROFILE – WORCESTERSHIRE

### Youth Offending Population – all Young People

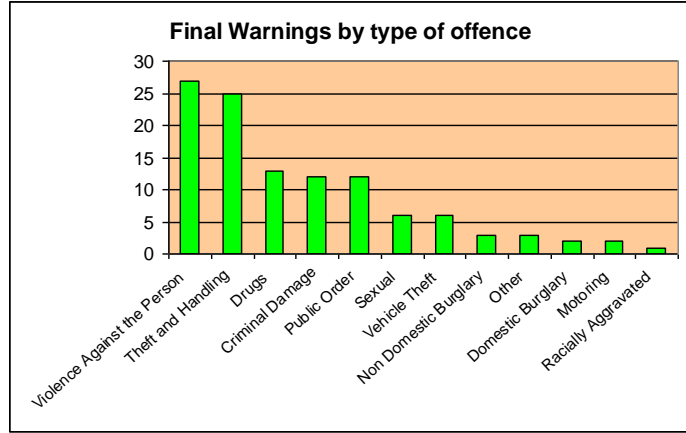
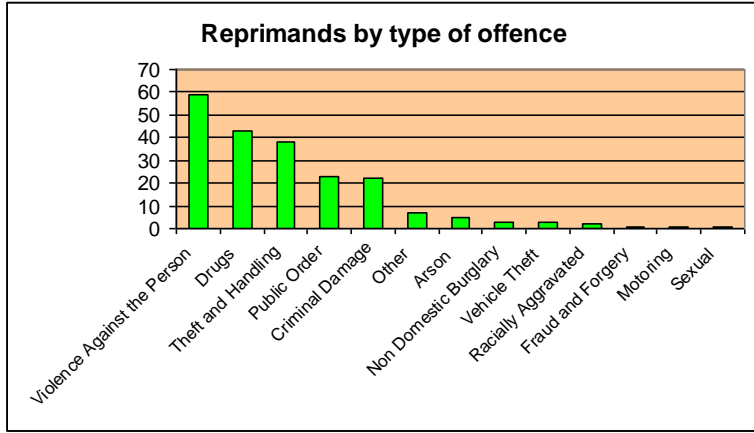
There are 53,835 young people aged 10 to 17 in Worcestershire. In 2012 there were 661 youth justice sanctions (reprimands, final warnings or convictions) made on Worcestershire young people. A total of 505 individual young people accounted for these 661 outcomes, 0.93% of the youth population.



Of the 505 young people entering or in the youth justice system in 2012, 79% were male. The majority, 77%, were aged 15 to 17 years. The peak age of offending for both young males was 17 year and females 16 years.

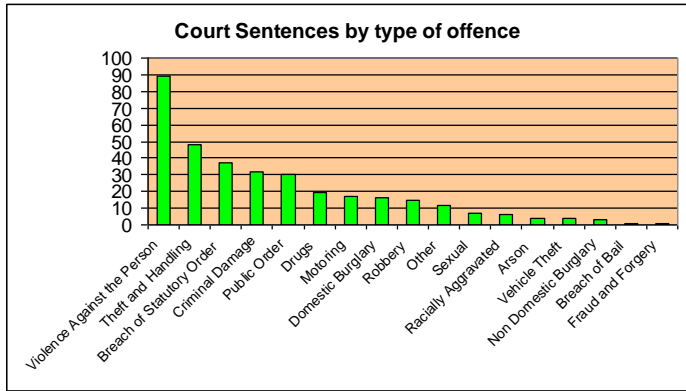
### Youth Offending Population – Young People Subject to Out of Court Disposals

During 2012 there were a total of 320 pre-court disposals made on Worcestershire young people, 208 of these were Reprimands and 112 Final Warnings. The YOS is required to assess all young people made subject to Final Warnings, and if assessed appropriate provide a programme of intervention, in 2012 intervention programmes were provided for 22 (20%) of the Final Warnings.



The most frequently occurring primary offence for reprimands was violence against the person, 28%, followed drug offences, 21%, theft and handling, 18%, public order offences, 11% and criminal damage 11%. These five offence categories accounting for 89% of the reprimands and also 80% of all final warnings. Violence against the person accounted for 24% of all Final Warnings.

### Youth Offending Population – Young People Subject to Court Outcomes



In 2012 a total of 239 in Worcestershire young people accounted for 341 court outcomes. Orders requiring YOS interventions (Reparation Orders, Referral Orders, YROs and Custodial sentences) accounted for 256 of the 341 court outcomes.

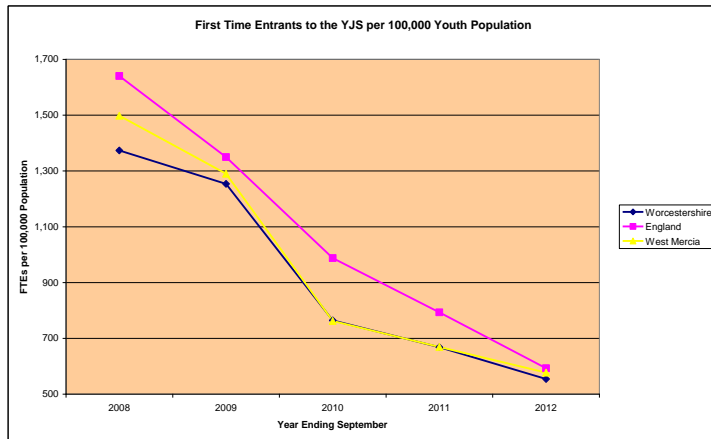
The majority, 75% of young people receiving court sentences were aged 15 to 17, with 17 year olds accounting for approximately a third (34%) of young people receiving a court sentence.

The most frequently occurring primary offence for court sentences was violence against the person, accounting for 26% of all outcomes. Theft and handling offences were the next frequently occurring offences, 14%, followed by breach of statutory orders, 11%, criminal damage, 9% and public order 9%. These five categories of offences accounted for 69% of all sentencing outcomes.

## Performance Against National Indicators

### (i) First Time Entrants (FTE)

The first time entrant measure is expressed as the number of first time entrants per 100,000 of 10 to 17 year old population. First time entrants are those young people receiving a first formal youth justice sanction (prior to 01.04.12 these were a Reprimand, Final Warning or Conviction). A lower figure denotes good performance.



In the year ending September 2012 there were 554 first time entrants per 100,000 youth population in Worcestershire, representing a reduction of -59.6% since the year ending September 2008. This compares with a reduction for England of -63.8% and for West Mercia of -61.5% over the same period.

The FTE rate for Worcestershire of 544 is better than for West Mercia, 577 and for England at 593.

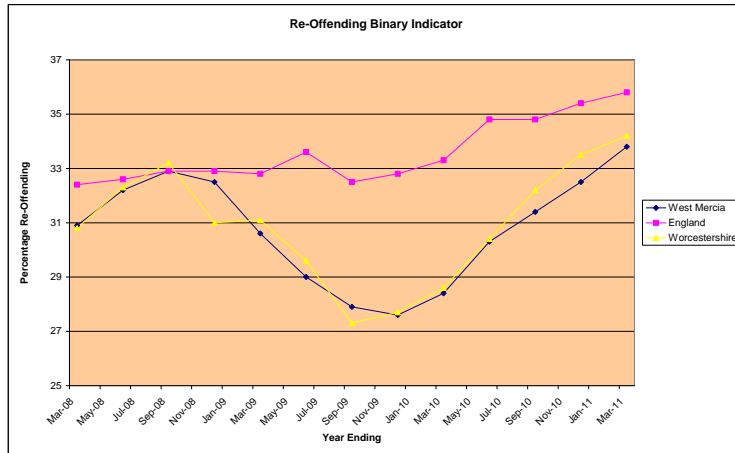
### (ii) Use of Custody

The use of custody measure is expressed as the number of custodial sentences per 1,000 of 10 to 17 year population. A lower figure denotes good performance. Worcestershire has, historically, had a low rate of custodial sentences.

There were 23 custodial sentences during 2012, equating to a rate of 0.43 custodial sentences per 1000 youth population. This compares to a West Mercia rate of 0.38 and a national rate of 0.6. Custodial sentences accounted for 6.7% of all court outcomes in Worcestershire, compared to 6.4% of all court outcomes across West Mercia.

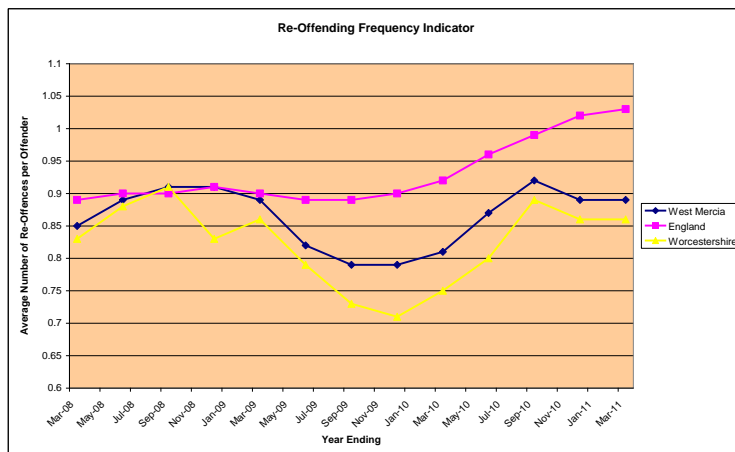


### (iii) Re-Offending



There are two re-offending measures, both measuring re-offending in the same cohort of offenders over a 12 month period following the youth justice sanction that placed the young person in the cohort. The first, the frequency measure, is the average number of re-offences per offender in the cohort. The second measure, the binary measure, is the percentage of the offenders in the cohort re-offending. The most recent data for the re-offending measure is for the year ending March 2011.

The frequency measure performance for Worcestershire for the year ending March 2011 is 0.86, compared to the West Mercia performance of 0.89 and national performance of 1.03. Worcestershire is, therefore, performing slightly better than for West Mercia but significantly better the national performance. Worcestershire is showing slight decrease in performance for the year ending March 2011 from the year ending March 2008 of an increase in the frequency rate of 4.7%. This compares with increases in the frequency rate for West Mercia of 4.4% and England of 15.7%.



For the year ending March 2011 the binary measure for Worcestershire is 34.2% compared with a West Mercia performance of 33.8% and a national performance of 35.8%. For the three year period 2008 to 2011 Worcestershire is showing a slight decrease in performance from 30.8% to 34.2%, an increase of 3.4 percentage points. West Mercia and England are both showing an increase over the same period of 2.9 percentage points for West Mercia and 3.4 percentage points for England. The performance trend in Worcestershire follows the general trend nationally and for West Mercia over the period 2008 to 2011.

The increasing rate is a national picture and the YJB has noted that there is currently little evidence as to why this is happening. The YJB is to be undertaking work with YOTs during 2013/14 in order to understand more what is driving the trend in performance and look at how YOTs can be supported in addressing reducing re-offending.

Locally the West Mercia YOS will be conducting some work to investigate the characteristics of cohort members and investigating whether a method of obtaining more real time performance data can be developed.

### Education, Training and Employment

The YOS has previously measured whether a young person is in full time education, training or employment at the end of their order. The table below outlines the results for year ending March 2012.

	Worcestershire % in ETE	West Mercia % in ETE
Young People of School Age	80%	83%
Young People above School Age	59%	62%
Overall Performance	68%	70%

The performance for Worcestershire for all young people is slightly worse than for West Mercia. Figures for the first 3 quarters of 2012/13 show worsening performance. Education, training and employment has been adopted as a local performance indicator and is due to be a focus of scrutiny in a themed YOS Management Board meeting during the second quarter of 13/14.

It should be noted that those young people of school age not in full time education (20%) are not necessarily NEET, but are receiving an education provision which is not 25 hours a week.

### Looked After Children

On the 30<sup>th</sup> September 2012 an analysis of LAC on the YOS case load was undertaken. This showed that of the total case load of the YOS Teams in Worcestershire, 13.9% were looked after children. At this point in time 2% of the case load were LAC from other areas temporarily placed in Worcestershire. The proportion of Worcestershire LAC aged 10 to 17 who were under the supervision of the YOS at this time was 5.1%.

The YOS Management Board have established an operational reference group for 13/14 to analyse the issues between the YOS and Social Care in relation to LAC and Care Leavers and make operational recommendations in relation to joint working to improve the outcomes for LAC and Care Leavers who are in the youth justice system.