



# **Gwasanaeth Cymorth Ieuenctid: Cynllun Busnes**

## **Youth Support Service: Business Plan 2016/17**



**NATIONAL  
PROBATION  
SERVICE**



**GIG  
CYMRU  
NHS  
WALES**

Bwrdd Iechyd Prifysgol  
Hywel Dda  
University Health Board



## Cynnwys/Content

1.	Y Gwasanaeth The Service	Tudalen/Page 3 - 8
2.	Cyd-destun Context	Tudalen/Page 8 - 12
3.	Adnoddau Resources	Tudalen/Page 12 - 15
4.	Adroddiad Perfformiad Performance Report 2015/16	Tudalen/Page 16 - 23
5.	Cynllun Gweithredol Operational Plan	Tudalen/Page 24 - 29
6.	Cynllunio Gweithlu Workforce Planning	Tudalen/Page 30
7.	Risgiau wrth Drosglwyddo yn y Dyfodol Risks to Future Delivery	Tudalen/Page 30 - 31
8.	Cymeradwyaeth Approval	Tudalen/Page 32
	Atodiad 1- Proffil Staffio Appendix 1- Staffing profile	Tudalen/Page 33
	Atodiad 2- Cynllun Hyfforddi Appendix 2 – Training Plan	Tudalen/Page 34 - 36
	Atodiad 3- Rhestr termau Appendix 3 – Glossary	Tudalen/Page 37 -38

## 1. The Service

Carmarthenshire Youth Support Service was established on 1/1/16 bringing together the Carmarthenshire Youth Service and the Carmarthenshire Youth Offending Service under a single integrated management structure. The Youth Support Service allows for the development of a more holistic approach to the delivery of youth support services across Carmarthenshire. The service retains the statutory functions of the Youth Justice Team; promotes the ethos of working together to deliver targeted support and retains elements of direct universal youth work provision.

### Vision

**A service that provides a robust range of support from open access to specialised support, enabling children, young people and young adults (aged 8-25 years) to access *what* they need, *when* and *where* they need it so that they can reach their full personal, social and educational potential.**

### Core Principles

Carmarthenshire Youth Support Service:

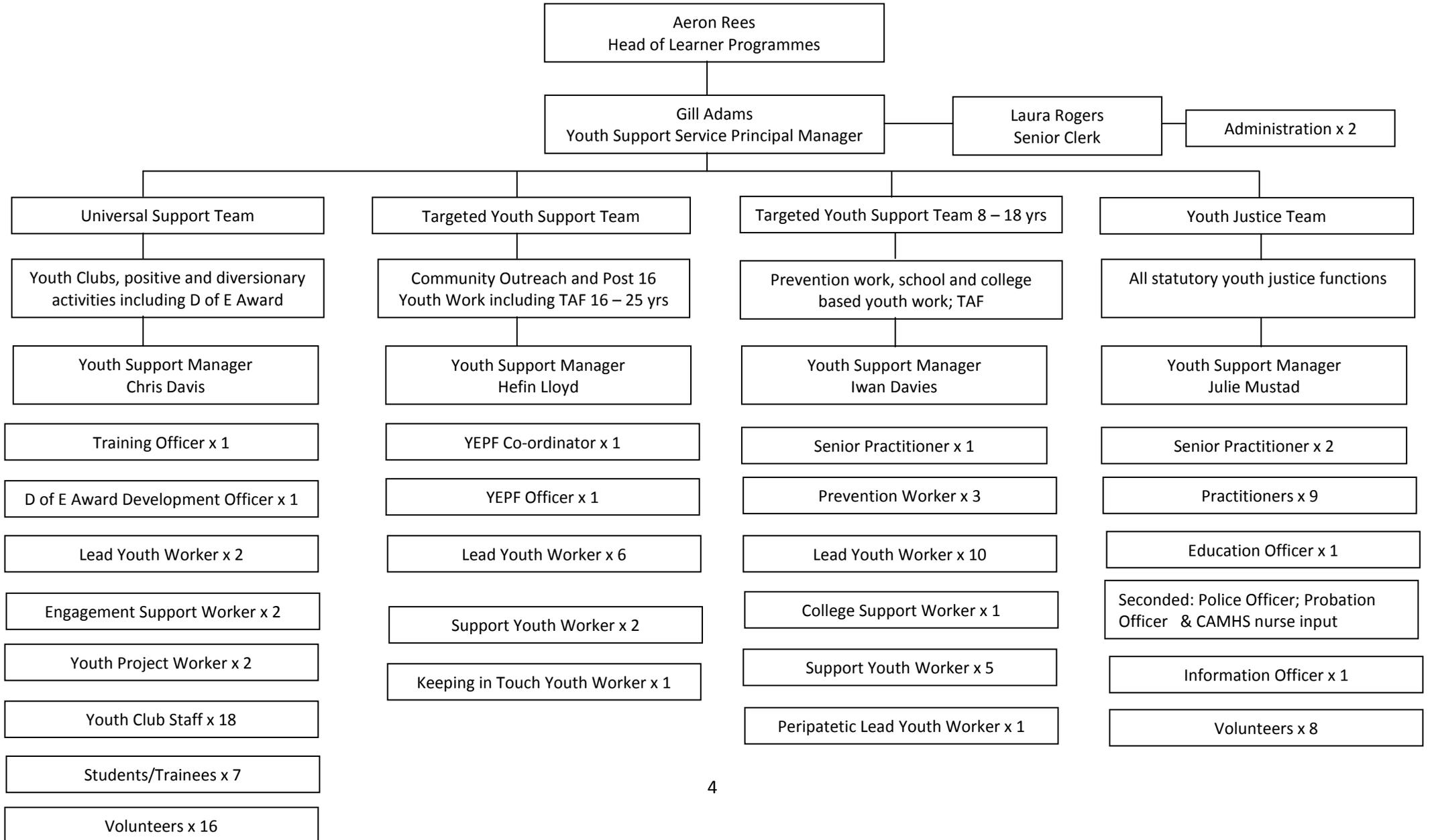
- is innovative and creative in its service delivery;
- contributes to the Welsh Government priority of reducing poverty;
- utilises restorative approaches within its practice;
- promotes inclusion and participation of children and young people;
- has a well-trained, skilled and supported workforce, able to offer a range of services in Welsh and English;
- has a team of trained, skilled volunteers ( e.g. Referral Order Panellists; Bureau; Duke of Edinburgh's Award and universal provision);
- engages with families and carers for better outcomes.

### Staffing

The Youth Support Service brings together staff responsible for providing a range of services extending from youth work provision and support to the delivery of youth justice services and administrative, performance management and business support. Staffing numbers comprise of total of 83 posts (including two seconded officers) equating to 73 members of staff. Access to a link nurse is provided by the Child and Adolescent Mental Health Service (CAMHS). The Youth Support Service also utilises volunteers who assist in the delivery of key aspects of work and provides for student placements.

Staffing profiles relating to each team within the Youth Support Service are set out in Appendix 1.

**Youth Support Service Structure**



## **Delivery of Youth Work Provision and Youth Support**

The statutory requirement of the local authority for youth support services is identified in the *Learning and Skills Act 2000, section 123(1)* directing local authorities to provide, secure the provision of, or participate in the provision of, youth support services. Youth support services are available to 11- 25 year olds and are services that encourage, enable or assist young people to:

- participate effectively in education and training;
- take advantage of opportunities for employment;
- participate effectively and responsibly in the life of their communities.

The Welsh Assembly Government's vision of the future for young people in Wales aged between 11-25 years, is based on the concept of *universal entitlement*, which means that every young person in Wales has a basic entitlement to a range of high quality services which will enable them to participate effectively in opportunities for learning, employment, good health, citizenship and social inclusion. In 2012, the Cymorth Grant to supporting delivery of the WG's flagship "Extending Entitlement" programme was transformed into the Families First Grant. This grant is intended to be used to support families and young people experiencing poverty and to support transitions to employment, education and training.

Welsh Government National Youth Work Strategy for Wales 2014-2018 identifies how youth work should be delivered across Wales. It highlights the importance of the statutory youth service in meeting a variety of ministerial portfolio agendas including poverty, health, education, employment and skills, community, housing and prosperity. This work is integral to developing Carmarthenshire Team Around the Family (TAF) approaches; reducing poverty and improving school outcomes.

The strategy identifies 4 outcomes:

- Young people across Wales continue to have access to diverse informal and non-formal learning opportunities that stretch horizons, challenge their thinking, and develop their skills. It underlines the importance of the use of open-access provision in order to effectively connect young people with more targeted or specialised support as appropriate.
- Strengthening of the strategic relationship between youth work organisations and formal education on a national basis. This requires targeted youth work being embedded in how partners work to support positive outcomes for young people in mainstream education and training.

The strategy underpins the delivery of the Youth Engagement and Progression Framework to support a more consistent and integrated offer to young people. On that basis, the strategy supports a sustained reduction in young people who are not in education, training or employment, be that as a result of education, health or other related interventions and support.

- A better coordinated and more consistent youth work offer to young people from youth work organisations in the statutory and voluntary sector. The strategy sets out a desire to see statutory and voluntary youth work organisations working together to build, deliver and offer quality youth work opportunities to young people.

- Securing a robust evidence base, capturing the outcomes and impact of youth work provision.

Support offered to children, young people and young adults is based upon the principal of voluntary participation, and draws from ‘The Five Pillars of Youth Work in Wales’: Educative, Expressive, Participative, Inclusive and Empowering.

Youth Work National Occupational Standards state that the key purpose of youth work is to “enable young people to develop holistically, working with them to facilitate their personal, social and educational development, to enable them to develop their voice, influence and place in society and to reach their full potential”.

### **Delivery of Youth Justice Services**

Youth Offending Teams (known in Carmarthenshire as ‘Youth Justice Team’) were established by the Crime and Disorder Act 1998 with the stated intention of reducing the risk of young people offending and re-offending. The Carmarthenshire Youth Justice Team is a statutory, multi-disciplinary partnership that is co-ordinated by the Local Authority. The local governance is carried out by a management board made up of the partners, and nationally by The Youth Justice Board for England and Wales, which is part of the Ministry of Justice. The work of the service is based on individual, holistic and comprehensive assessments which generate individual intervention plans to address the areas identified as raising the likelihood of further offending.

The Youth Justice Team is made up of staff from Children’s Services, Police, Probation, Health and Education, working together with their communities to ensure that young people take responsibility for their criminal behaviour and put something back into their community and that:

- Parents take responsibility for their children.
- Opportunities exist to prevent youth crime.
- Young people achieve their potential.
- Justice is delivered swiftly;
- Punishment reflects the seriousness of the crime committed.

The Youth Justice Team engages in a wide variety of work with young people from 10-17 years, who have offended. Staff provide assessment and reports for Bureau (‘Out of Court Disposals’); provide information courts for sentencing purposes and supervise children and young people subject to community sentence and custodial sentences. Restorative Justice underpins the work of the team. This includes victim- offender mediation; arranging restorative justice meetings (bringing together the victim and the young person who has offended) as appropriate; arranging reparation work to be undertaken in line with the wishes of the victim.

### **Carmarthenshire Youth Support Service - Teams**

Services to children, young people and young adults are delivered by 4 Youth Support Service Teams:

- Universal Support Team
- Targeted Youth Support Team (16-25 years)
- Targeted Youth Support Team (8-18 years)
- Youth Justice Team

## Universal Support Team

Responsible for the delivery of open access provision including; adventurous outdoor activities and programmes; youth club provision; supporting the delivery of the Duke of Edinburgh's Award; programmes of accredited learning; delivery of activities to support community safety and reduce anti-social behaviour; co-ordination of staff training and continuing professional development; support for young people's participation in decisions that affect them; residential programmes for young people both in the UK and abroad.

## Targeted Youth Support Team (16-25 years)

Responsible for the delivery of detached, outreach youth work provision in the community funded by WG Families First to meet the requirements of developing Team Around the Family approaches. The team provides for the co-ordination role linked to the delivery of WG Youth Engagement and Progression Framework (targeted provision and support for young people at risk of becoming 'Not in Education, Employment or Training' (NEET).

The team accepts referrals in relation to young people and young adults who are identified as requiring targeted and preventative youth work support. Interventions are voluntary; are based upon assessed need and are designed to offer a range of practical interventions, guidance and advice so that young people and young adults are enabled to access appropriate opportunities, entitlements and services.

## Targeted Youth Support (8-18 years)

The development of this team recognises the potential for shared responsibility in the prevention of negative outcomes for young people, including offending behaviour and disengagement from education. The structure of the team facilitates identification and intervention with children and young people across the spectrum of low to high need.

The team includes school-based youth workers based in all Carmarthenshire secondary schools and Coleg Sir Gar. The work is supported by WG Families First to meet the requirements of developing Team Around the Family approaches linked with WG Youth Engagement and Progression Framework. Prevention workers within the team deliver intervention programmes and work with a range of services to reduce youth crime, support community safety and reduce anti-social behaviour.

## Youth Justice Team

Carmarthenshire Youth Support Service retains its statutory Youth Justice Team functions being a statutory multi-agency partnership which draws resources from the Local Authority, Dyfed Powys Police, National Probation Service and Hywel Dda University Health Board with the principal aim of preventing youth offending. A number of grant funding streams supplement the resources contributed by statutory partners. The Youth Justice Board for England and Wales monitor the performance of all Youth Offending Teams in Wales against seven performance indicators:

- re-offending rates
- number of first time entrants
- custodial sentences

- young people's access to substance misuse assessment and treatment
- young people's access to suitable accommodation
- young people's access to education, training or employment
- young people's access to emotional and mental health assessment and treatment

The Youth Justice Team works with approximately 100-120 young people at any given time, either as subject to court orders or a pre-court scheme, providing a range of interventions to reduce assessed risk of re-offending.

### Administration, Performance Management, and Business Support

A range of administrative functions and support to the Youth Support Services is provided by a Senior Clerk and 2 Clerical Officers. Youth Justice Team performance management and submission of data to the Youth Justice Board is supported by the Youth Support Service Information Officer. The Service Co-ordinator and Awards Administrator from the departmental Education Systems Team provide a range functions such as monitoring and compliance against conditions of grant funding; collating performance data; financial planning and management; project management, human resource requirements, asset management and the administration of the Duke of Edinburgh Award Scheme.

## **2. Context**

### Local

The Youth Support Service is a business unit overseen by the Head of Learner Programmes that sits within the Education Services Division within the Department for Education and Children. The Youth Support Service provides two key service delivery areas for Carmarthenshire County Council's Families First Programme, and provides a co-ordination function in implementing the Welsh Government's Youth Engagement and Progression Framework, and associated projects including the Carmarthenshire Vulnerable Assessment Profile (VAP), the Supporting Education, Employment and Training (SEET) case loading project, and the Carmarthenshire Youth Guarantee.

The Carmarthenshire Local Service Board commissioned a full review of all Strategic Partnerships during October 2014. This review was timely in terms of the legislative landscape within Wales with the Well-being of Future Generations Act (Wales) 2015 coming into force in April this year. The Act places Public Service Boards on a statutory footing and also places a legal requirement for a needs assessment to be conducted and a Well-being Plan created and delivered. The Youth Support Service will sit within the Fair and Safe Communities Thematic Group under the Public Service Board from April 2016.

The priorities of the Youth Support Service are also channelled through the Education Services Business Plan; Education and Children Services Departmental Business Plan and are reflected in the high level outcomes contained within the Carmarthenshire Integrated Community Strategy. The Youth Support Service Business Plan is approved by the Local Management Board; presented at the Local Authority's Education and Children's Scrutiny Committee and at the Hywel Dda University Health Board. It is formally submitted to the Youth Justice Board for England and Wales, as a statutory requirement. It is reported to the Community Safety Partnership and

submitted to the Police and Crime Commissioner, as well as the Carmarthenshire County Council Education and Children’s Services Scrutiny Committee.

The local governance of Carmarthenshire Youth Justice Team is the responsibility of the Local Management Board where all the statutory partners are represented:

- Children’s Services
- Education
- Police
- Probation
- Health

The Local Management Board is further strengthened by membership from the Community Safety Partnership and membership at a senior level from key stakeholders: the Specialist Child and Adolescent Mental Health Service (Specialist CAMHS), Local Authority Housing Services, H.M. Courts and Tribunals Service and the Deputy Leader of Carmarthenshire County Council.

### **Composition of the Youth Support Service Local Management Board**

<b>Name</b>	<b>Agency representing</b>	<b>Post in agency</b>	<b>Ethnicity</b>	<b>Gender</b>
Jake Morgan (Chair)	Carmarthenshire County Council	Director of Social Care, Health and Housing	White	Male
Anna Bird (Vice-Chair)	Hywel Dda University Health Board	Head of Partnership Development Vulnerable Children and Families	White	Female
Aeron Rees	Carmarthenshire County Council	Head of Learner Programmes	White	Male
Stefan Smith	Carmarthenshire County Council	Head of Children’s Services	White	Male
Dyfed Bolton	Dyfed Powys Police	T/Chief Inspector	White	Male
Christine Harley	National Probation Service	Assistant Chief Executive	White	Female
Mike Jones	Hywel Dda University Health Board	Mental Health Advisor, Specialist CAMHS	White	Male
Kate Thomas	Carmarthenshire County Council	Community Safety Manager	White	Female
Robin Staines	Carmarthenshire County Council	Head Of Housing Services	White	Male
John Davies	H.M. Court and Tribunal Service	Legal Advisor	White	Male
Councillor Pam Palmer	Carmarthenshire County Council	Deputy Leader of Carmarthenshire County Council	White	Female

Gill Adams	Carmarthenshire County Council	Youth Support Service Principal Manager	White	Female
------------	--------------------------------	---	-------	--------

The Youth Justice Team operates as a local partner to other criminal justice agencies who all contribute to the administration of justice. Equally, the Youth Justice Team operates with other services, some universal and some targeted, which deliver services to children and young people.

The Youth Support Service Principal Manager represents the service at Community Safety Partnership meetings including those organised for the delivery of the 'Prevent Duty' (Counter Terrorism and Security Act 2015) and at the Dyfed Powys Criminal Justice Board. Carmarthenshire Youth Support Service is represented at the Multi Agency Public Protection (MAPPA) Strategic Management Board and the Area Planning Board (APB) and at the regional Safeguarding Children forum: Children and Youth Safeguarding- Unifying the Region (CYSUR) and CYSUR Local Operational Group as well as at Integrated Offender Management meetings.

### Regional

Regionally the Youth Support Service links with the Youth Engagement & Progression Framework South West & Mid Wales Regional Working Group; and the Joint Carmarthenshire & Pembrokeshire (11-25) Executive Group. The service is also represented at the Regional Principal Youth Officers' Group.

The Police Reform and Social Responsibility Act 2011 initiated the election of the regional Police and Crime Commissioner in November 2012 and May 2016 respectively. The Police and Crime Plan 2013-18 contains six priorities, several of which have direct application to the prevention of offending by children and young people.

The Youth Justice Team is represented at the Dyfed Powys Criminal Justice Board which comprises of representation from all the criminal justice agencies who work collaboratively to deliver an efficient and effective local criminal justice system. The Board recognises the importance of preventing children and young people from offending.

Publication by the Welsh Government in 2011 of the preferred regional footprints in Wales for public service delivery and more recently, in January 2014, the publication of the recommendations from the Williams Commission, have left little doubt that there will be change in the landscape of public service governance and delivery in Wales.

The commissioning of substance misuse treatment services through the development of Area Planning Boards has resulted in decision-making moving to a regional forum and has led to managers of county-based services collaborating to ensure representation at a regional level. Good working protocols exist with the universal substance misuse treatment provider for young people - Choices.

The governance arrangements for safeguarding children and young people have also moved to a regional structure, namely; Children and Youth Safeguarding- Unifying the Region: (CYSUR). Collaboration with our neighbouring counties has preserved the representation of Youth Offending Teams at the new regional forum.

During 2013, the Dyfed Powys Prevention of Youth Crime Steering Group was established and began the task of coordinating regional activities and strategies aimed at preventing young people from engaging in offending behaviour.

The Youth Support Service is increasingly working regionally with the other Youth Offending Teams in the Dyfed-Powys region to ensure that youth crime prevention is aligned with the priorities of the Police and Crime Commissioner, the Youth Justice Board and the Welsh Government.

### National

The Youth Support Service delivers its services in accordance with key legislation, policy and guidance underpinned by the United Nations Convention on the Rights of the Child; Welsh Government 7 Core Aims and Children's Rights in Wales. Two significant pieces of legislation are of particular importance to the delivery of service provision:

The Social Services and Well-being (Wales) Act (2014) came into force on 6/4/16. It sets out to improve the well-being of people who need care and support as well as carers who need support. The Act changes the way people's needs are assessed and the way services are delivered; people will have more of a say in the care and support they receive. Youth Support Service staff have engaged in training arranged via Carmarthenshire County Council in relation to this legislation in order to ensure that responsibilities are being met in delivering services.

The Wellbeing of Future Generations (Wales) Act 2015 came into force on 1/4/16. The Act will make the public bodies (listed in the Act) think more about the long term, work better with people and communities and each other and take a more joined-up approach. This new law will mean that, for the first time, public bodies listed in the Act must do what they do in a sustainable way. Public bodies need to make sure that when making their decisions they take into account the impact they could have on people living their lives in Wales in the future.

The Act establishes a statutory Future Generations Commissioner for Wales, whose role is to act as a guardian for the interests of future generations in Wales, and to support the public bodies listed in the Act to work towards achieving the well-being goals.

Welsh Government National Youth Work Strategy for Wales 2014-2018 identifies how youth work should be delivered across Wales and includes a commitment to developing a Quality Mark for youth work organisations as set out in The Quality Mark for Youth Work in Wales: Introduction and guidance (September 2015).

In March 2016 the Deputy Minister for Skills and Technology announced The Wales Charter for Youth Work. This sets out the Welsh Government's minimum expectation for youth work to young people across Wales. It has been designed to secure the conditions for such provision to be more consistently accessible to all young people as they grow to adulthood in Wales, and to be adapted to the changing needs and interests of individuals and communities.

Welsh Government and the YJB published, "Children and Young People First", a joint strategy to improve services for young people from Wales at risk of becoming involved in, or in, the youth

justice system (July 2014). Sitting below the strategy is a national annual delivery plan which will be monitored by the Wales Youth Justice Advisory Panel.

Justice Secretary, Michael Gove announced a review of the Youth Justice system in September 2015. The review is to examine evidence on what works to prevent youth crime and rehabilitate young offenders, and how this is applied in practice; how the youth justice system can most effectively interact with wider services for children and young people; and whether the current delivery models and governance arrangements remain fit for purpose and achieve value for money. In February 2016, the: 'Review of the Youth Justice System. An Interim Report on Emerging Findings.' was published. A second report is due to be published during in July 2016. Interim proposals include:

- Placing education at the centre of youth custody
- Replacing youth prisons with smaller secure schools which help provide high quality vocational education in a more “*therapeutic environment*”
- Devolving responsibility, control and money for the way children who have offended are managed, to local areas.

The findings and recommendations of the review will be significant in shaping the future delivery of youth justice services in England and Wales.

### 3. Resources

#### Youth Justice Specific Funding Comparison - 2015/16 and 2016/17

FUNDING BODY	FINAL BUDGET 2015/16	FINAL BUDGET 2016/17	COMMENTS
Probation Service	£10,771	£5,000	
Youth Justice (YOT) Grant	£221,457	£201,021	
Youth Justice Board Unpaid Workers Grant	£5,191	£0	
Restorative Justice Development Grant	£2,000	£0	
WG Promoting Positive Engagement Fund	£227,566	£201,168	
Police & Crime Commissioner	£0	£25,000	
<b>TOTAL</b>	<b>£466,985</b>	<b>£432,189</b>	<b>Reduction in funding of £34,796 (7.45%)</b>

**Rest of Service Funding Comparison - 2015/16 and 2016/17**

<b>FUNDING BODY</b>	<b>FINAL BUDGET 2015/16</b>	<b>FINAL BUDGET 2016/17</b>	<b>COMMENTS</b>
Local Authority - Youth Support Services	£812,134	£793,728	This is now a combined budget for the Youth Support Service; it also includes an additional £50k from CCC for 2016/17
Families First - School Support Youth Work	£425,574	£422,333	
Families First - Post-16 Youth Work	£268,966	£239,643	
WG Youth Strategy Grant	£150,057	£150,645	
WG Youth Engagement & Progression Framework Grant	£70,000	£56,326	
WG Education Improvement Grant	£35,300	£53,778	Not yet confirmed
Local Health Board	£12,250		
WG Post 16 Grant	£0	£67,114	
<b>TOTAL</b>	<b>£1,774,281</b>	<b>£1,783,567</b>	<b>Increase in funding of £9,286 (0.5%)</b>

### Youth Justice Funding 2016/17 \*

<b>AGENCY</b>	<b>Staffing Costs</b>	<b>Payments in kind</b>	<b>Other Delegated Funds</b>	<b>TOTAL</b>
Dyfed Powys Police	£0	£54,000 <small>(note 1)</small>	£0	£54,000
National Probation Service	£0	£42,124 <small>(note 2)</small>	£5,000	£47,124
Hywel Dda University Health Board <small>(note 3)</small>	£0	£45,280	£0	£45,280
<b>Carmarthenshire County Council</b> <small>(note 4)</small>	£793,728	£0	£0	£793,728
Welsh Government Promoting Positive Engagement for Young People (at risk of offending)	£201,168	£0	£0	£201,168
Police and Crime Commissioner <small>(note 5)</small>	£0	£0	£25,000	£25,000
Youth Justice Board Youth Justice Grant	£201,021	£0	£0	£201,021
<b>TOTAL</b>	<b>£1,195,917</b>	<b>£141,404</b>	<b>£30,000</b>	<b>£1,367,321</b>

\*set out as required by the Youth Justice Board

#### Notes

1. Dyfed Powys Police second a full-time Police Officer to the Service.
2. The National Probation Service seconds a full-time Probation Officer to the Service.
3. The Youth Support Service has access to a Registered Mental Nurse, input from a Mental Health Advisor (£10k) and access to Dialectical Behaviour Therapy and Cognitive Behavioural Therapy.
4. Core funding from Carmarthenshire County Council represents the total amount awarded to the YSS as a whole.
5. The Police and Crime Commissioner made a £100,00 contribution to the 4 Dyfed Powys YOTs for 2016/17.

YJB Youth Justice Grant funding is used to deliver and contribute to staffing and service provision in the following areas:

Senior Practitioner management oversight, including gate keeping and quality assurance; provision of assessments of children and young people; production of reports for courts and panels; case management and intervention planning; provision of substance misuse services; services to the courts; sentence planning and resettlement; work with victims.

The Youth Support Service will monitor and meet conditions set out in the Youth Justice Grant by timely submission of data, compliance with secure estate placement information, completion of national standards audits and procedures for reviewing community safeguarding and public protection incidents.

Across the Youth Support Service, there is a funding reduction from £2,241,266 in 2015/16 to £2,215,756 in 2016/17, which represents an overall budget reduction of £25,510 (1.1%).

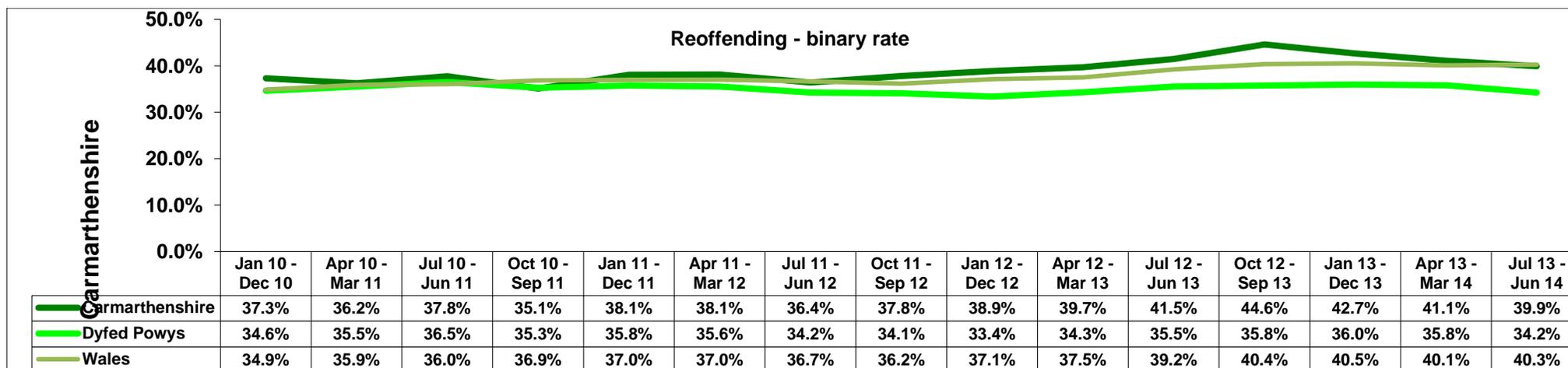
#### 4. Performance Report 2015/16

##### Extract from Carmarthenshire County Council Performance and Improvement Management System

Objective	Target Completion Date	Comment	Achieved
Develop a shared management structure for the Youth Offending & Prevention Service (YOPS) & the Youth Service	31/03/2016	The Youth Support Service was established on 1/1/06 bringing together the Youth Service and the Youth Offending and Prevention Service under a single Principal Manager. 4 Team Managers were identified at the end of January 2016 and from 1/2/16 they have been directly reporting to the Principal Manager.	✓
We will further reduce the number of young people entering the youth justice system for the first time	31/03/2016	Within Carmarthenshire, First Time Entrants have fallen from 410 (April 2006/7) to 40 (April 2015/ March 2016).	✓
We will reduce the rate of proven reoffending amongst children and young people	31/03/2016	The service has sought to work towards a reduction in the rate of proven reoffending amongst children and young people by a range of actions implemented from summer 2014 including: <ul style="list-style-type: none"> <li>• Use of 'Live' Reoffending Tracker.</li> <li>• Trained staff accessing clinical supervision via specialist S-CAMHS / TISSHB during 2015- 16; continued investment in management, supervision and staff resourcing into this complex area of work.</li> <li>• Participation in the testing of the Enhanced Case Management Approach.</li> <li>• Use of creative supervision planning through the use of a Person Centred Planning approach.</li> </ul>	✓
Working closely with the Youth Service to provide targeted youth support to those children and young people outside the youth justice system	31/03/2016	The Youth Support Service structure allows for the development of a more integrated and targeted response to working with young people outside the Youth Justice System through the provision of targeted prevention interventions in line with TAF approaches and in conjunction with Families First Funding.	✓
Contributing to Team around the Family assessments and plans as appropriate	31/03/2016	Performance data is analysed in relation to the scale of the contribution to Team around the Family assessments and plans. The Youth Support Service Principal Manager leads a development group for advancing arrangements for TAF for 16-25 year olds. Families First Performance data is used to inform practice development and performance improvements where appropriate.	✓
Using Bureau as a mechanism for actively diverting young people out of the youth justice system	31/03/2016	Bureau arrangements are now well established and are embedded in the work of the Youth Support Service.	✓
Understanding the profile of reoffending and re-offenders	31/03/2016	Use of 'Live' Reoffending Tracker to profile current reoffending. This gives an insight into the profile of young people identified as having re-offended. Information gathered in forms intervention planning and management of risk.	✓
Introducing a "live" reoffending tracker to provide current data.	31/03/2016	Use of 'Live' reoffending tracker allowing real time analysis of offending.; meetings are convened which generate a set of actions in order to determine how best to influence intervention planning in respect of individual children and young people.	✓
Testing the Enhanced Case Management model that seeks to apply a trauma recovery model to a	31/03/2016	Carmarthenshire YSS remains one of four test sites for an Enhanced Case Management Approach.	✓

community setting.			
Continuing to invest resources in work to address sexually harmful behaviour	31/03/2016	Trained staff have continued to access clinical supervision via specialist S-CAMHS / TISSHB during 2015-16. This has supported intervention planning with children and young people at risk of harmful sexual behaviour.	✓
Continuing to promote the use of compliance panels	31/03/2016	The use of compliance panels has been limited as there are fewer young people on court orders requiring enforcement action. However the panel remains in place should the need arise.	
Continuing to promote creative supervision planning	31/03/2016	Creative supervision planning continues alongside exploration of more effective ways of engaging younger children through the use of a Person Centered Planning approach.	✓

The Youth Justice Team's overall performance as reported to, and monitored by, the Youth Justice Board remains very positive. However, the re-offending rate of young people supervised by the service has fluctuated slightly over a number of years and started to show signs of increase during the October 11/September 12 period. Since then it has climbed several percentage points. Most recent figures indicate a gradual decline in re-offending rates to 39.9%; though this still represents a higher percentage as shown for previous periods.

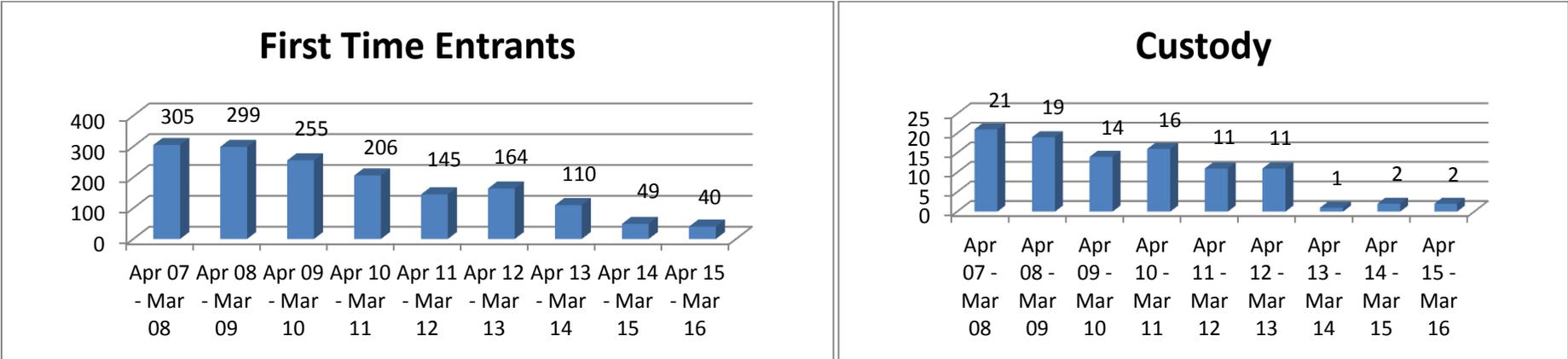


It is significant to note that should the Youth Support Service continue to supervise most young people in the community and see very few sentenced to custody, some of those presenting the highest likelihood of further offending will remain at risk in the community where they can bring pressure on the reoffending rate. Moreover, if the number of young people entering the youth justice system continues to fall, the size of the cohort which contributes to the reoffending rate will decrease. In real terms the actual number of re-offenders could decrease; nevertheless the percentage rate could increase dramatically, the smaller the cohort becomes. Put simply, the actions of one or two young people who may commit several offences within a shrinking cohort size would have a significant impact upon re-offending rates. This situation has required careful management oversight. Indeed, a number of strategies have been implemented since the summer of 2014 designed to tackle re-offending rates. These have included use of the 'live re-offending tracker' to profile and target

interventions including prevention and early intervention work; provision of specialist training for example, to deliver the Enhanced Case Management Model as well as AIM 2 assessments (for those young people who display harmful sexual behaviour); use of more person centered intervention planning techniques. In recent months, staff have been trained in AssetPlus - a new assessment and planning interventions framework developed by the Youth Justice Board to replace Asset and its associated tools. AssetPlus has been designed to provide a holistic end-to-end comprehensive assessment and intervention plan, allowing one record to follow a child or young person throughout their time in the youth justice system. It is anticipated that the framework will provide better quality assessments, plans and will improve outcomes. The Management Board are regularly involved in monitoring and review of re-offending through use of the YJB toolkit, local data review and use of case study information.

During 2016/17, in addition to sustaining the success in the reduction of First Time Entrants into the Criminal Justice system, work will be undertaken to explore and strengthen the interface between the School Based Youth Workers and prevention staff to ensure more effective and efficient targeting of interventions.

Custody figures have been maintained at a low level as evidenced in the graph below. Re-settlement work is critical to ensuring that those young people subject to custody are given every possible opportunity to address factors associated with their offending behaviour risks. Work to strengthen protective factors such as family relationships, education, employment and training and accommodation are also addressed in order to ensure that suitable provision is in place upon release into the community. This would include release on temporary licence as appropriate in order to maximise access to services and resources in the community.

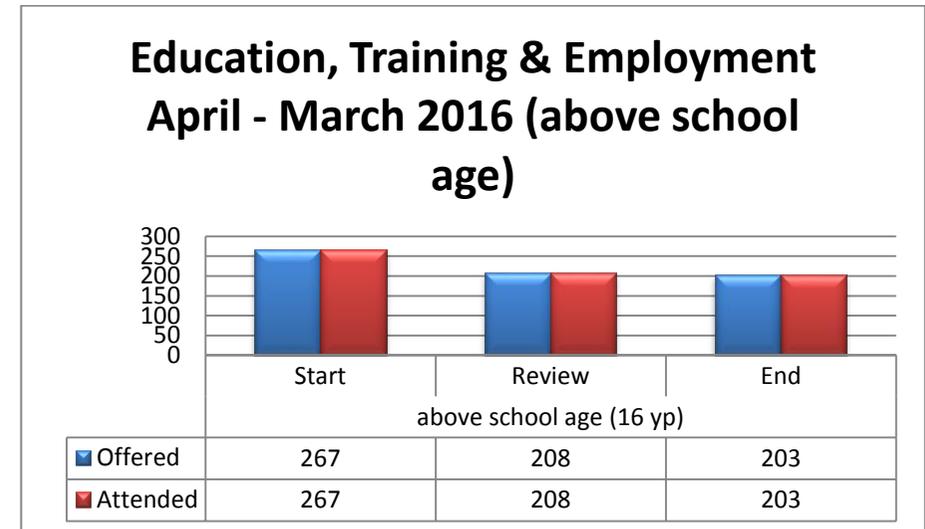
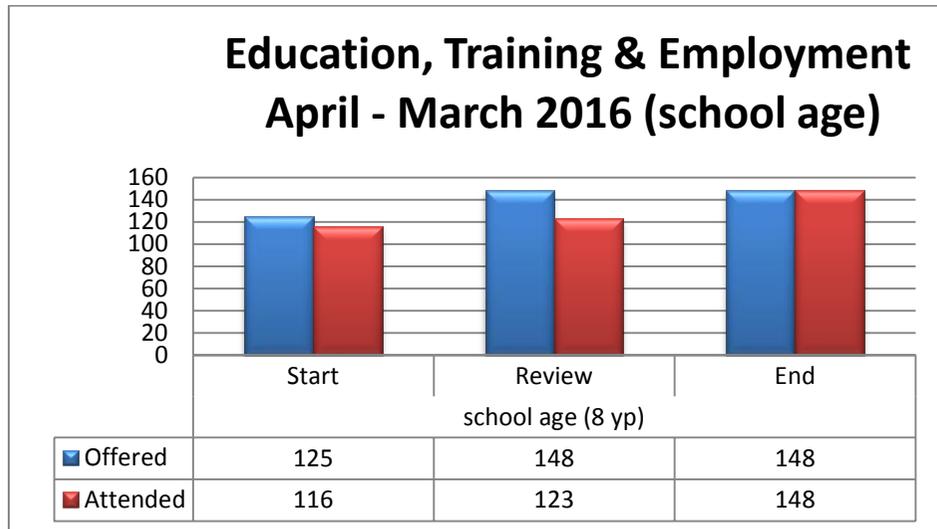


Substance Misuse performance for 2015/16 (access to assessment and intervention) has been maintained at 100% for each quarter which is very pleasing to report. Youth Support Service Substance Misuse Workers have strong links with the lechyd Da/Youth Health Team as well as the Dual-Diagnosis Nurse (Specialist CAMHS). In 2015/16, 3 young people whose statutory orders ended in the period were identified as requiring a mental health assessment and

were referred to Specialist CAMHS. 2 of these young people received a service from CAMHS. The Youth Support Service, CAMHS and lechyd Da will work together to monitor those young people entering their services to ensure that the appropriate emotional, mental health and well being services are in place.

Performance against accommodation suitability shows that all young people under statutory supervision have been in suitable accommodation for the period.

In relation to Education/Training/Employment provision, 8 young people of school age achieved an average of 18.5 hours a week of educational provision at the end of their supervision period. This fell short of the 25 hour per week entitlement. 16 young people above school leaving age achieved an average of 12.68 hours per week provision out of the desired 16+ hours at the end of their supervision period. There are examples across the age range where appropriate provision was arranged during the supervision period, and in one case this proved very successful. There were however, instances where young people disengaged from provision arranged for them during the supervision period.



During 2015/16 964 hours of reparation work was completed by young people within Carmarthenshire as part of an agreed youth justice intervention plan.

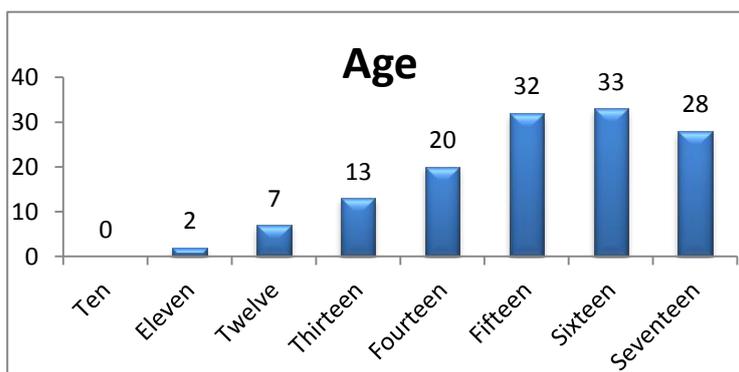
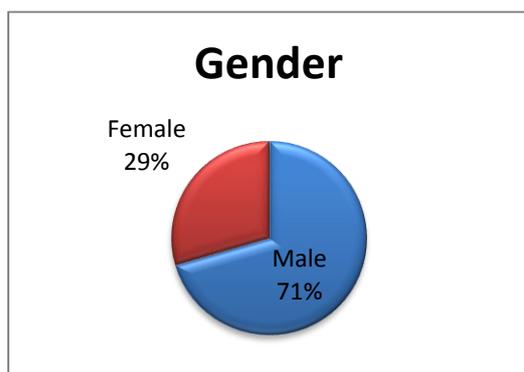
By March 2016, the Youth Support Service had provided support services for 19% (4102 individual young people) of Carmarthenshire young people aged 11-19 and 14% (4397 individual young people) of the 11-25 population.

### **Performance Achievements in relation to Families First funded Projects 2015/16**

<b><u>Post 16 Youth Work Project</u></b>	<b><u>School Based Youth Work Project</u></b>
675 young people were supported on a one to one basis	1799 young people were supported on a one to one basis
46 disabled young people received support	248 disabled young people received support
85 young parents were supported	219 young people were supported with transition from primary to secondary school
162 young people were support to find employment	423 improved their school attendance with support from the project
36 TAF plans were Key Worked by the project	49 TAF plans were Key Worked by the project
91 young people entered further learning or training	86 young people entered further learning or training
23 young people entered employment.	6 young people entered employment.

The establishment of the Youth Support Service allows for the delivery of prevention and early intervention allowing for the alignment of youth work with prevention of offending work. In 2015/16, links between the multi-agency TAF and the Prevention provisions were strengthened, with representation from the TAF 'Central Team' at the prevention allocation meeting. Such innovation allows for better judgements in relation to resource allocation and ensures that duplication is avoided and provides a better response for those children, young people and young adults who can fall through gaps between services. The Youth Support Service is also involved in the development of TAF approaches for those aged from 16-25 years.

Bureau arrangements, which were introduced in Carmarthenshire in June 2014, are now well established and are in place across Dyfed-Powys. This marks a very positive and significant shift away from formal court processes and associated statutory court orders towards diversionary processes. This approach is conducive with the Welsh Government's 'child first, offender second' agenda. Bureau allows for children, young people and families to access appropriate interventions required to support them to lead productive lives free from further offending. Sign-posting on to other suitable services to address identified need is also an essential element of diversion.



During 2015/16, 180 disposals have been administered to 156 young people. Out of 170 young people offered an intervention, only 4 chose not to engage.

Regional Bureau arrangements have been subject to an independent evaluation and review conducted by Aberystwyth University in 2015. The core findings and recommendations have been considered in a work shop event led by the Youth Justice Board earlier this year. An action plan has been formulated which is designed to unify, consolidate and build on the success of working practices across the region. Arrangements are in place to work with the YJB and key stakeholders to progress this work. The Dyfed-Powys Youth Crime Prevention Steering Group will oversee delivery against the action plan.

Restorative Approaches continue to inform practice delivery within the Youth Support Service from prevention and early intervention interventions through to the delivery of youth justice work. This approach is also promoted within other key agencies, partnerships and settings; for example, via training provision to the police, within schools and with accommodation providers.

The Youth Support Service has recently consulted with the Environmental Enforcement Unit on the Children's and Young People Enforcement Procedure allowing for restorative approaches to be utilised in certain circumstances.

Members of staff within the Youth Justice Team have attained the NVQ Level 4 Diploma in Restorative Approaches which underpins the maintenance of the highest standards of practice in their work with children, young people and the victims of crime.

Welsh YOTs are awaiting WG and YJB regulations and statutory guidance in relation to Resettlement and Re-integration Partnership Boards aimed at improving resettlement outcomes for children and young people who have experienced custody. As part of an interim measure therefore, in April 2016, the Youth Justice Local Management Board agreed to provide arrangements for the establishment of Carmarthenshire's Re-integration and Re-settlement Panel in order that this area of work can be overseen from a multi-agency perspective.

The Youth Support Service remains committed to the county-wide Therapeutic Intervention Service for Sexually Harmful Behaviour (TISSH-B). 7 members of staff and 3 team managers received training in the assessment (AIM2) and delivery ('Good Lives Model') in 2014, and have since developed confidence and expertise within this specialist area of work. The Youth Support Service is in a strong position to provide robust and timely assessments; risk management plans and intervention plans to the court in the formulation of sentencing outcomes. Bespoke interventions often include work alongside family members/carers as appropriate, in order to achieve the best possible outcomes. It is also hoped that there will be opportunities to develop joint working with colleagues from Children's Services over the forthcoming months.

The Youth Support Service aligns its safeguarding practices with the regional multi-agency Child Sexual Exploitation Prevention Strategy and Action Plan. The service will continue to contribute to multi-agency strategy meetings under the All Wales Protocol for Safeguarding and Promoting the Welfare of Children who are at Risk of Abuse through Sexual Exploitation (AWCPPRG, 2013) when planning is required for children and young people presenting with SERAF risk factors.

Similarly, arrangements exist in this way for children who go missing under The All Wales Protocol – Missing Children (2011) and for Looked After Children.

The Youth Support Service will continue to link closely with Children's Services and the Police in relation to children and young people who are at risk of sexual exploitation. Attendance by management representatives at CYSUR's Preventing Child Sexual Exploitation Conference in March 2016 underlined the importance of awareness raising and training in the identification of associated risks. In order to focus upon this area of work further from 1/4/16, Youth Support Service Substance Misuse staff will collect data in relation to substance misuse cases (including dual diagnosis cases) for a 12 month period in order to establish identified Child Sexual Exploitation risks, taking into consideration Looked After Children; Sexual Exploitation Risk Assessment Framework and 'Missing Person' information. A report outlining findings will be presented to the Local Management Board in 2017.

In line with Section 26 of the Counter-Terrorism and Security Act 2015, Youth Support Service staff have received 'Prevent' training and have accessed e-learning in order to be familiar with 'Prevent Duty' responsibilities. The Youth Support Service Principal Manager sits on the Contest Board and Channel Panel in order to ensure that provision is made for effective case management of young people accused or convicted of extremism related offences.

In November 2016, the Enhanced Case Management test will finish. The test is currently being evaluated independently by Cordis Bright Consultancy. It is envisaged that the evaluation report will influence future developments in relation to this method of working both locally and nationally. The Youth Support Service has 8 members of staff trained to deliver Enhanced Case Management interventions to young people who have experienced significant trauma during their upbringing. Feedback from staff involved in the test has been positive and planning will be required to ensure that the benefits are not lost should it be the case that further funding is not secured at a national level.

The Youth Support Service will continue to engage at strategic and operational levels as part of the county's approaches to tackling anti-social behaviour. This includes membership of the Community Safety Partnership; attendance at the Substance Misuse, Anti-Social Behaviour and Violent Crime Group as well as attendance ASB Problem Solving Groups. The Youth Support Service offers bespoke interventions based on assessment of need to young people and their families who are identified by the Police as engaging in acts of repeated Anti-Social Behaviour.

In 2016/17, the Youth Support Service will contribute to the organisation and delivery a range of targeted and universal programmes and activities and initiatives to children, young people, young adults, young parents across Carmarthenshire, for example 'Motivating Our Youth'.

From 1/4/15 to 17/3/16 young people in Carmarthenshire gained 631 Duke of Edinburgh's Awards ( Bronze: 495; Silver: 96; Gold: 40). 1097 young people enrolled on the award. Two very successful celebration events were organised to recognise the achievements of the young people receiving their awards in 2015/16. Carmarthenshire continues to be the highest performing county in Wales in relation to award attainment and enrolment.

The Youth Support Service will continue to contribute to the delivery of WG Youth Engagement and Progression Framework. A key part of the implementation of the YEPF in Carmarthenshire is the provision of a Co-ordinator and a network of 'lead workers' providing continuity of support and contact to vulnerable young people and supporting them to engage with and access wider support services. Carmarthenshire Youth Support Service staff are both suitably skilled and best positioned to provide the lead worker role for many of the young people identified as being in need of support to prevent their disengagement from education and training, or to support them to re-engage. This work is closely linked to the use of the Vulnerability Assessment Profile (VAP) in all secondary schools. This tool identifies young people in need of additional support, which is then provided by a combination of mainstream services and Families First interventions overseen by the Team Around the Family approach. The VAP will also be used to target interventions funded by the regional Cynnydd ESF bid from June 2016 and will be overseen by a joint management group incorporating staff from the local authority and Coleg Sir Gâr.

<b>5.</b>	<p><b><u>Youth Support Service Operational Plan:</u></b></p> <p><b><u>Delivery of Youth Support Service</u></b></p> <p><b><u>Priorities by Each Team</u></b></p>
-----------	--

<b>Youth Justice Team</b>			
<b>Aim/Priority</b>	<b>Activity</b>	<b>Who/When</b>	<b>Success Criteria</b>
<b>To encourage children and young people to access universal youth work provision</b>	'Stepping down' children and young people into universal youth work provision	Youth Justice staff - via appropriate exit strategies at end of intervention ; to supplement intervention plans	Number of children and young people 'stepped down' into universal provision
<b>To support young people to access appropriate health and wellbeing services</b>	Referral to appropriate substance misuse services; Primary Mental Health Worker; lechyd Da; Specialist CAMHS; Therapeutic Intervention for those at Risk of Serious Sexually Harmful Behaviour. Transition to Choices/appropriate adult health provision	Youth Justice staff – continuous	Youth Justice Board (YJB) Key performance Indicators (KPIs)
<b>To support educational attendance and attainment:</b> <ul style="list-style-type: none"> <li>• <b>Reducing the number of school leavers without qualifications.</b></li> <li>• <b>Reducing the number of children and young people at risk of becoming NEET.</b></li> <li>• <b>Supporting children, young people and young adults who are NEET back into Education, Employment, Training</b></li> </ul>	Support young people at risk of disengagement from education	Youth Justice Team/ Education Officer	Youth Justice Board (YJB) Key performance Indicators (KPIs)
<b>To safeguard children young people and young adults</b>	<p>Discussion of young people at risk management meetings</p> <p>Regular supervision of staff, with safeguarding as a standard agenda item.</p>	<p>Case Managers / Key workers</p> <p>Managers and Senior Practitioners in accordance with CCC</p>	<p>All young people assessed as being 'medium vulnerability' or above have risk plans</p> <p>Evidenced in supervision notes and or entry on database.</p>

	<p>Checks undertaken on all new cases</p> <p>All staff have received and renewed the Child Protection Level 1&amp;2 training and have received training in adult safeguarding.</p>	<p>policy</p> <p>Youth Justice Team</p> <p>All staff</p>	<p>% of new cases where checks are made</p> <p>% of staff up to date in this area of training</p>
<b>To divert children and young people away from criminal justice system</b>	Bureau	Youth Justice Team-on-going	Number of young people diverted from court
<b>To prevent offending and re-offending by children and young people</b>	Exit strategies formulated for young people subject to stat supervision	Youth Justice Team-on-going	Number of exit strategies formulated

<b>Targeted Youth Support Team (8 – 18 years)</b>			
<b>Aim/Priority</b>	<b>Activity</b>	<b>Who/When</b>	<b>Success Criteria</b>
<b>To encourage children and young people to access universal youth work provision</b>	Encouraging young people to access universal provision	School Based Youth Worker (SBYW) – on-going	Numbers worked with attending Universal provisions
	School Based Youth Workers (SMYW) actively involved in the provision of holiday programmes	SBYW staffing activities	Numbers working on holiday activities
<b>To support young people to access appropriate health and wellbeing services</b>	Access to school & school based nursing & TAFs involving Health and Wellbeing	SBYW – on-going	Results Based Accountability (RBA) Measures
	Provision of group activity that promotes health and wellbeing	SBYW - ongoing	RBA measures/ QES
<b>To support educational attendance and attainment:</b>	SBYW level of engagement with vulnerable learners, identified through VAP & other measures	SBYW- 2016/17	Number of VAP cases engaged with SBYW
	Restorative Approaches (RA) training for SBYW	Restorative Approaches(RA) Co-	SBYW survey of use of Restorative Approaches following training

<p>people at risk of becoming NEET.</p> <ul style="list-style-type: none"> <li>Supporting children, young people and young adults who are NEET back into Education, Employment, Training</li> </ul>	<p>No of ASDAN and John Muir qualifications, OCNs &amp; other accreditation</p> <p>TAF meetings</p>	<p>ordinator – 2016/17</p> <p>SBYW 2016/17</p> <p>SBYW</p>	<p>Numbers of qualifications achieved Young people achieving a recognised qualification- RBA</p> <p>Number of TAF Plans contributed to / Key working</p>
<p><b>To safeguard children young people and young adults</b></p>	<p>Attendance at TAF meetings &amp; contribution to plan</p> <p>Regular supervision of staff, with safeguarding as a standard agenda item.</p> <p>Checks undertaken on all new cases</p> <p>All staff have received and renewed the Child Protection Level1&amp;2 and have received training in adult safeguarding.</p>	<p>School Based Youth Worker</p> <p>Managers and Senior Practitioners in accordance with CCC policy</p> <p>SBYW – 2016/17</p> <p>All staff</p>	<p>RBA</p> <p>Evidenced in supervision notes and or entry on database.</p> <p>% of new cases where checks are made</p> <p>% of staff up to date in this area of training</p>
<p><b>To divert children and young people away from criminal justice system</b></p>	<p>-----</p>	<p>-----</p>	<p>-----</p>
<p><b>To prevent offending and re-offending by children and young people</b></p>	<p>Accepting referrals for targeted Prevention/ASB</p>	<p>Targeted prevention – on-going</p>	<p>Fall in number of First time Entrants; Number of referrals</p>

<b>Targeted Youth Support Team (16-25 years)</b>			
<b>Aim/Priority</b>	<b>Activity</b>	<b>Who/When</b>	<b>Success Criteria</b>
<b>To encourage children and young people to access universal youth work provision</b>	Encouraging Young person/young adult to access universal provision	Targeted Youth Support Team – on-going	Numbers worked with attending Universal provisions
	Provision of drop in services to 16-25	Targeted Youth Support Team – on-going	Numbers attending drop in
<b>To support young people to access appropriate health and wellbeing services</b>	Referrals to Substance Misuse Services & lechyd Da & Choices and Primary Mental Health Worker/CAMHS	Targeted Youth Support Team – on-going	RBA measures
	Support for LGBT y/p	Health Lead Youth Worker - organised group	Number attending support groups
<b>To support educational attendance and attainment:</b>  <ul style="list-style-type: none"> <li>• Reducing the number of school leavers without qualifications.</li> <li>• Reducing the number of children and young people at risk of becoming NEET.</li> <li>• Supporting children, young people and young adults who are NEET back into Education, Employment, Training</li> </ul>	VAP tool used in secondary school	EPC – 2016/17	Take up from school
	Support into Employment , Educations and Training (SEET) practitioners meeting  TAF meetings	Youth Engagement and Progression Co-ordinator and agencies  Targeted Youth Support Team – on-going	Agencies attending Reducing number of young people in Tier 1&2  Number of TAF Plans contributed to / Key working
<b>To safeguard children young people and young adults</b>	Regular supervision of staff, with safeguarding as a standard agenda item.	Managers and Senior Practitioners in accordance with CCC policy	Evidenced in supervision notes and or entry on database.
	Checks undertaken on all new cases	Targeted Youth Support Team – on-going	% of new cases where checks are made
	All staff have received and renewed the CP L1&2 and have received training in adult safeguarding.	Targeted Youth Support Team	% of staff up to date in this area of training
<b>To divert children and young people away from criminal justice system</b>	-----	-----	-----
<b>To prevent offending and re-offending by children</b>	Referral of post 16 to prevention	Targeted Youth Support	Number of referrals made

and young people	(offending/ ASB) staff within YSS	Team	
------------------	-----------------------------------	------	--

<b>Universal Youth Support Team</b>			
<b>Aim/Priority</b>	<b>Activity</b>	<b>Who/When</b>	<b>Success Criteria</b>
<b>To encourage children and young people to access universal youth work provision</b>	Level 2/3 Awards in Youth Work Training	Training, Accreditation & Outdoor Officer - throughout the year	Number of individuals trained Number of organisations accessing training
	Independent Verification/accreditation support provided to voluntary organisations	Training, Accreditation & Outdoor Officer - throughout the year	Number of accreditations achieved as a result
	Duke of Edinburgh Award Training to support & enable young people to access the award safely	DoE Development Officer - Supervisors course	Number who attended
		Introduction to the award	Numbers who attended
		Assessors Award	Number of registrations & completions
	Support for Duke of Edinburgh Award	DoE Development Officer – ongoing	Number of awards supported through Welsh language
<b>To support young people to access appropriate health and wellbeing services</b>	Stepping down into universal provision	YJ staff – as appropriate exit strategies	Number of young people ‘stepped down’ to universal provision
	Health & Wellbeing advice & support	Health Lead Youth Worker – drop ins/youth club/ health and awareness sessions	Number Supported (QES)
	Support for Lesbian, Gay, Bisexual and Transgender (LGBT) young people	Health Lead Youth Worker - organised group	Number attending support groups
	Youth Justice Team	Number receiving a service/Key Performance	

	Referral to Substance misuse services / Primary Mental Health Worker/ Iechyd Da / TISSHB / CAMHS Transition to Choices	staff - continuous	Indicators
<b>To support educational attendance and attainment:</b> <ul style="list-style-type: none"> <li>• Reducing the number of school leavers without qualifications.</li> <li>• Reducing the number of children and young people at risk of becoming NEET.</li> <li>• Supporting children, young people and young adults who are NEET back into Education, Employment, Training</li> </ul>	Provision of extra curricular activities for school groups  Provision of holiday activities to promote engagement	Engagement workers – Universal team  Engagement workers – Universal team	Number attending from schools  Number engaged
<b>To safeguard children young people and young adults</b>	Evolve & EVC training – trips, visits & activities  All staff and volunteers are DBS checked	Training, Accreditation & Outdoor Officer – ongoing  Universal Youth Support Team Manager / YSS co-ordinator	Numbers who attended training Numbers of visits/trips supported  Register of volunteers with DBS checks
<b>To divert children and young people away from criminal justice system</b>	Young people receiving Out of Court Disposals are referred to universal provision	Youth Justice/ Universal Youth Support Team	Number of young people referred
<b>To prevent of offending and re-offending by children and young people</b>	Activities arranged for young people e.g. youth clubs, holiday activities	Delivered by Universal Youth Support Team	Number attending provision

## **6. Workforce planning**

Youth Support Service staff will receive regular, formal supervision and annual appraisals which identify their professional development needs. Corporate training is accessed through the Local Authority and there is a particular arrangement with Children's Services enabling access to specific training related to children and young people. The Youth Support Service encourages staff to complete appropriate e-learning modules promoted by the Local Authority's Learning and Development arrangements. Staff will also be able to access youth justice specific e-learning through the Youth Justice Interactive Learning Space (YJILS). The development Welsh language (spoken and written) skills will also be a focus in the forthcoming year for staff.

As part of the Youth Support Service business planning process, a task and finish group met in recent months to develop a Training Plan (Appendix 2) which reflects service priorities. The service is committed to developing a central record of the training staff receive linked to individual training needs identified in staff appraisals. This will give managers an overview of the professional development needs of staff, for example updating of substance misuse knowledge and skills; maintenance of Youth Work skills etc; ensuring that social workers maintain their professional registration with the Care Council for Wales.

The Youth Support Service also allows for the training, induction and development of volunteers who play a significant role in the delivery of Referral Order Panels, Bureau and the delivery of the Duke of Edinburgh Award scheme.

## **7. Risks to future delivery**

The Youth Support Service has emerged out of the need for radical structural change in response to facing a number of challenges and opportunities. The next year will be of critical importance in consolidating the delivery of services against identified priorities. Whilst each team will be tasked with fulfilling their roles and functions in accordance with a range of performance measures, it is critical that the teams also work together so that children, young people and young adults are able to access a high level of service suitable to their individual need.

The Youth Support Service has a wide range of funding streams all of which are public funding. Whilst this could be identified as one of its strengths, for example the Police and Crime Commissioner funding of £25,000 for the forthcoming year, there has nevertheless been a reduction in a number of key youth justice specific funding sources for 2016/17 equating to a total reduction of 7.45% compared with 2015/16.

Across the Youth Support Service as a whole, funding is set to reduce by £25,510 in 2016/17 equating to a 1.1% reduction. Core funding shows a reduction of £18,406 from £812,134 to £793,728. This includes an additional contribution of £50,000 from the County Council for 2016/17. This additional support has been most welcome and future support of this nature would be beneficial in reducing the risks of future delivery.

Currently Youth Work provision is greatly supported by Families First however this funding ends at the end of March 2017. Welsh Government Minister is seeking better alignment between:

- Supporting People Programme Grant
- Communities First
- Flying Start
- Families First

It is anticipated that the 22 Local Authorities will need to evidence closer working across the four funding streams listed above.

Needless to say, the Youth Support Service will need to monitor and respond to developments relating to youth work provision in Wales. The findings and recommendations of the Youth Justice Review currently being undertaken will influence the direction of delivery of youth justice services in forthcoming years. It is essential to ensure that the success of last 15 years of youth justice service delivery is recognised and that real opportunities to deliver meaningful reform are fully considered.

In the meantime the Youth Support Service maintains a determination to continue to deliver high quality services in the face of a number of challenges, opportunities and future developments.

## 8. Approval

This business plan was approved by the Youth Justice Team Local Management Board at its meeting on .....

Signed -----

Jake Morgan

Chair of Carmarthenshire Youth Justice Team Management Board

## Carmarthenshire Youth Support Service

### Staff Profile as at 31<sup>st</sup> August 2016

Strategic Manager (f/t)	1
Operational Manager (f/t)	3
Operational Manager (p/t)	1
Practitioners (f/t)	48
Practitioners (p/t)	5
Administration (f/t)	2
Administration (p/t)	2
Casual Sessional Workers	17
<b>Funded Staff</b>	<b>79</b>
Student Placements	6
Secondees	3
Volunteers	33
<b>Unfunded Staff</b>	<b>42</b>
<b>TOTAL</b>	<b>121</b>
Permanent Posts	23
Fixed Term Posts	35
Temporary / Casual Posts	56
Vacant Posts	7
<b>TOTAL</b>	<b>121</b>
Male	44
Female	70
Vacancies	7
<b>TOTAL</b>	<b>121</b>
White British	110
White Other	4
Vacancies	7
<b>TOTAL</b>	<b>121</b>
Welsh Speakers	46
Restorative Justice trained staff and volunteers 2015/16	15 staff ; 7 volunteers

## Appendix 2

### Cynllun Hyfforddi Gwasanaeth Cymorth Ieuenctid - Youth Support Service Training Plan 2016 – 2017

Training Title	Why	Who	Delivery	Cost	When	Duration
Personal Safety/Lone Working	Safeguarding/H&S/sharing of good practice/staff support	All staff	Eddie Cummings (internal)	No – internal delivery	April – September 2016	Day
Child Sexual Exploitation (inc. Online)	Safeguarding /update knowledge & inform practice developments	All staff	TBC	Yes TBC	2016/2017	Day
Equality & Diversity	Safeguarding/update knowledge & inform practice developments/ inclusion/mandatory CCC training/policy & strategy compliance	All staff	e-learning	No – e-learning	April – September 2016	1hr
Outlook Training – Basic & Advanced	CPD/update knowledge/effective use of resources	Admin staff	Paul Morgan/Suzanne Jordan	No - internal	April – September 2016	1 day
QES Update	CPD/update knowledge/effective use of resources	Admin staff	Paul Morgan	No - internal	April – September 2016	½ day
ASDAN training	CPD/update/increase staff knowledge to inform & widen practice development	Nominated staff	ASDAN	Yes – TBC	September – December 2016	1 day
Families First refresher	Update knowledge/ensure compliance with funders/address any practice issues/support staff	All Families First funded staff	Hefin Lloyd & Iwan Davies	No – internal	April 2016	½ day
Restorative Approaches	Update knowledge/ inform practice development/Sharing of good practice	Nominated staff	James Perdue & Davinia Harries-Davies	No – internal	April – July 2016	2-3 days
Speech & Language Screening Tool	Safeguarding/Update knowledge/inform & widen practice development/inclusion	Youth Justice staff	Elinor Williams Advisory Teacher	No – internal	2016 - 2017	½ day
Domestic Abuse STAR training (14 – 25yrs) and (11-13 yrs)	Safeguarding/Update knowledge/inform & widen practice development/inclusion	Nominated staff	Gemma Jones Welsh Women's Aid	Yes – purchase resources (£450)	April – December 2016 (2 separate courses)	2 days 14-25 yrs & 1 additional day for 11-13 yrs
Adult Safeguarding Process & Systems	Safeguarding/update knowledge/inform & widen practice development/inclusion/sharing of good practice	Nominated staff (Mainly 'post 16 staff')	Internal – Adult Social Services	No – internal	July - December 2016	½ day
Housing & Benefits	Safeguarding/update knowledge/inform & widen practice development/inclusion/sharing of good practice	'Post 16 staff'	Internal – Erica Barrett	No – internal	2016 - 2017	½ day
Substance Misuse	Safeguarding/Update knowledge/inform & widen practice	Nominated staff	Lisa Couser &	No – internal	2016 - 2017	1 day

Level 1	development/inclusion/sharing of good practice		Jeff Jenkins			
			Choices			
First Aid Training (16hr)	Safeguarding/H&S/update knowledge/ policy & licence compliance	Nominated staff (12)	Rob Clapham (RT Training Wales)	Yes – (£1300 - £1500)	February 2017	2 days
White Water Swift Rescue	Safeguarding/H&S/update knowledge/ policy & licence compliance	Nominated staff	Bill Beynon	Yes – TBC	April – July 2016	2 days
Regional Training	Safeguarding/H&S/update knowledge/ policy & compliance /inform & widen practice development/inclusion	Identified staff	Regional	Yes - £1000 contribution to regional pot	April 2016 – March 2017	1 day
Data Protection	Safeguarding/update knowledge & inform practice developments/ inclusion/mandatory CCC training/policy & strategy compliance	Identified staff	e-learning	No – internal e-learning	2016-2017	1 hr
Welsh Language Skills	Increase staff skills in the delivery of services through the medium of Welsh	Identified staff	Course access to be identified via CCC	To be confirmed	To be confirmed	tbc

**2017 – 2018**

<b>Training Title</b>	<b>Why</b>	<b>Who</b>	<b>Delivery</b>	<b>Cost</b>	<b>When</b>	<b>Duration</b>
Confidentiality	Safeguarding/update knowledge & inform practice developments/ inclusion/mandatory CCC training/policy & strategy compliance	All staff	E-learning	No – e-learning	April – September 2017	1 hr
Effective Skills for supervisors	CPD/update knowledge & inform practice developments/support staff	Managers & Senior Practitioners	L&D	No – internal	2017/2018	2 days
Internal Verification Qualification/s	Ensure Centre Status/Accreditation/Quality Assurance/Agored Cymru Requirement/Compliance with Youth Work Strategy/YEPF	Nominated staff	Agored Cymru	No-internal	2017/2018	3-6 months
Motivational Interviewing	Safeguarding/update knowledge/inform & widen practice development/inclusion	Nominated staff	L&D contact	Yes - TBC	2017/2018	2 days
Evolve & Risk Assessment	Safeguarding/H&S/update knowledge/ policy & licence compliance /inform & widen practice development/inclusion	School Based Youth Workers	Sian Morgan	No – internal	2017/2018	1 day
Regional Training	Safeguarding/H&S/Update knowledge/ policy & compliance/inform & widen practice development/inclusion	Identified staff	Regional	Yes - £1000 contribution to 'regional pot'	April 2017 – March 2018	1 day

**Additional Training accessible within 2016 – 2018**

<b>Training Title</b>	<b>Why</b>	<b>Who</b>	<b>Delivery</b>	<b>Cost</b>	<b>When</b>	<b>Duration</b>
-----------------------	------------	------------	-----------------	-------------	-------------	-----------------

ILM 5-7	CPD/update knowledge & inform practice developments/support staff	Managers & Senior Pracs	L&D	TBC	2016 - 2018	1 Year
Self Harm Awareness	Safeguarding/Update knowledge/inform & widen practice developments/inclusion	Nominated staff	L&D contact	Yes – bespoke	2016 -2018	1 day
Mental Health First Aid	Safeguarding/Update knowledge/inform & widen practice developments/inclusion	Nominated staff	L&D contact	Yes – bespoke	2016 - 2018	1 day
Attachment	Safeguarding/Update knowledge/inform & widen practice developments/policy compliance/inclusion	Nominated staff	LAC Team	No - internal	2016 - 2018	1 day
Appropriate Adult	Safeguarding/Update knowledge/inform & widen practice development/inclusion/Sharing of good practice	Nominated staff (Mainly 'post 16 staff')	Louisa Jones	No - internal	2016 - 2018	1 day
Engaging with Families	Safeguarding/Update knowledge/inform & widen practice development/inclusion/Sharing of good practice/Families First Compliance/YEPF & Youth Work Strategy compliance	Families First funded staff	TBC	TBC	2016 - 2018	1 day
Social Services & Wellbeing Act	Safeguarding/Update knowledge/inform & widen practice development/inclusion/sharing of good practice	Nominated staff	L&D	No – internal	2016 - 2018	½ day
Youth Work Award Level 2	Safeguarding/H&S/Update knowledge/ policy & compliance /inform & widen practice development/inclusion	Volunteers	Sian Morgan & Regional Partners	Yes – dependant on numbers	2016 – 2018	9 days or 3 weekends
Safeguarding	Safeguarding/update knowledge & inform practice developments/inclusion/mandatory CCC training/policy & strategy compliance	Identified staff	e-learning	No – internal e-learning	2016 - 2018	1 hr

## Appendix 3: Glossary

<b>Acronym / Term</b>	<b>Meaning</b>
APB	Area Planning Board
ASB	Anti Social Behaviour
ASBO	Anti Social Behaviour Order
CAMHS	Child and Adolescent Mental Health Service
CCC	Carmarthenshire County Council
CYSUR	Child and Youth Safeguarding- Unifying the Region
Careers Wales	Welsh Government body offering careers advice and guidance to young people
Communities First	WG programme to reduce poverty in the most deprived communities in Wales
CPN	Community Psychiatric Nurse
CSP	Community Safety Partnership
CYC	County Youth Council – representative group for young people
CYPP	Children and Young People’s Partnership – body overseeing delivery of education and youth support services for young people aged 11-25
CPD	Continuous professional development – keeping staff skills and knowledge up to date
DfES	Welsh Government department for Education & Skills (responsible for education policy)
DTO	Detention and Training Order
DofE	Duke of Edinburgh’s Award
EOTAS	Educated other than at school – children and young people of statutory age who are not attending mainstream state schools but are accessing education delivered by the local authority (e.g. pupil referral units, home tuition, alternative education provision)
EHE	Elective Home Education – children and young people being educated at home by their parents following parental decisions not to educate their children in state schools
EPC	Engagement & Progression Co-ordinator – key LA contact for delivering the YEPF (see below)
ERW	Regional school improvement partnership for the 6 south west and mid Wales Local Authorities (Ceredigion, Powys, NPT, Swansea, Pembrokeshire & Carmarthenshire)
ESF	European Social Fund – EU funding scheme to address social inequalities
Estyn	Inspection body overseeing compliance to WG learning policy and delivery requirements
ETE	Education Training and Employment
Extending Entitlement	WG policy for support services for young people aged 11-25
FACTS	Forensic Adolescent Consultant Service
Families First	Welsh Government policy and grant to lift families out of poverty
KPI	Key Performance Indicator
LCJB	Local Criminal Justice Board
LSCB	Local Safeguarding Children Board

MAPPA	MAPPA – Multi agency public protection arrangements
MARAC	Multi agency risk assessment conference
NEET	Not in employment, education or training – a classification for young people aged 16-25 not deemed by government to be engaged in productive activity
PBB	Priority Based Budgeting – the on-going programme of corporate budget cuts within CCC
PSR	Pre-sentence Report
RJ	Restorative Justice
SEN	Special Educational Needs
VAP	Vulnerability Assessment Profile – a spreadsheet used to identify young people at risk of becoming NEET based on young people’s attendance, achievement and behaviour
WAO	Wales Audit Office
WDI	Welsh Devolved Indicators
WG	Welsh Government
WLGA	Welsh Local Government Association
YEPF	Youth Engagement & Progression Framework – WG NEET reduction strategy
YJB	Youth Justice Board
YJMIS	YJMIS – Youth Justice Management Information Service
YOPS	Youth Offending and Prevention Service
YOT	Youth Offending Team
YMC	YOT Managers Cymru
YRO	Youth Rehabilitation Order
YSS	Youth Support Service