

Carmarthenshire Youth Justice Plan 2022 – 2023

Service	Youth Justice Team, Carmarthenshire Youth Support Service
Service Manager/ Lead	Gill Adams
Chair of YJS Board	Jake Morgan



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1. Introduction, Vision and Strategy

Foreword from Jake Morgan, Chair of Carmarthenshire Youth Justice Management Board



As Chair of Carmarthenshire Youth Justice Management Board, I am very pleased to present the Youth Justice Plan for 2022/23. This plan has been designed in line with the recently published *Youth Justice Plans: YJB Practice Guidance (March 2022)* and the *Youth Justice Blueprint*, and it provides an opportunity to review our performance and developments over the last year, as well as plan for the forthcoming year. It sits alongside other key local partnership plans, such as: the Public Services Board's *Carmarthenshire Well-being Plan (2018-23)*; the *Dyfed-Powys Police and Crime Plan 2021-25*; the Local Criminal Justice Board Plan; Carmarthenshire Education and Children's Services' *10-year Departmental Strategy*; and the Curriculum and Well-being Divisional Plan.

The delivery of youth justice services in Carmarthenshire is based upon the guiding principles of a Child First youth justice system as set out below:

- Prioritise the best interests of children, recognising their particular needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
- Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
- Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.
- Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system.

The Youth Justice Team has a critical role to play in protecting the wellbeing, safety and welfare of children so that they and their families are supported to receive the right help at the right time. A number of guiding principles support our approach to safeguarding, and these include ensuring that:

- The best interests of the child are a key consideration in decisions taken.
- Safeguarding is everyone's responsibility; children's safety is of paramount importance. This is collectively understood and the expectation for everyone to contribute to keeping children safe is clear.
- Safeguarding is actively supported using our monitoring and good practice functions to promote continuous learning, support the prevention of harm and promote well-being.
- We listen to children's views about what they need to be kept safe.
- Information sharing supports timely and appropriate decision making that is based on individual needs, prevents harm and supports wellbeing.
- No child or group of children is treated any less favourably than others. Access to services or the fulfilment of particular needs should not be impaired by gender, ethnicity, ability, sexuality or age.

COVID-19 and its far-reaching impact has continued to present challenges to all services in the last year, and it is recognised that the consequences of the pandemic upon children and families are yet to fully emerge. However, we know that key partners are experiencing higher demand for social care and emotional and mental health services for children/young people; schools are reporting elevated stress, anxiety and de-regulation amongst the some of the pupil population, and youth homelessness has placed pressure on services. Domestic violence and serious violence incidents are also concerning features that have been reported on nationally. The work of the partnership in seeking to mitigate the impact of the pandemic is more crucial than ever in safeguarding the most vulnerable and complex children and families within our community. Indeed, within the county, several strategic groups have been established to address emerging demands linked to the well-being of vulnerable children and adults.

Despite the very many challenges of the last year, Youth Justice Team has continued to be creative and innovative in its approach to new ways of working, and this has allowed for service development and delivery to continue in line with robust contingency and recovery planning. National, regional and local recovery meetings have been attended by the Principal Manager throughout the period to promote good information sharing and problem solving. Excellent partnership working has meant that services provided to the courts and at the police station have continued without disruption during the period, and aspects of delivery, such as Referral Order Panels, out of court diversion via Bureau and supervision contacts have reverted to face to face delivery. Plans are underway to introduce children's social care involvement as part of the Bureau process to further underpin child centred approaches in determining optimal diversionary outcomes for children.

The Management Board has met regularly, and this has included an additional Board development session. Attention has been given to a self-assessment against the HMI Probation YOT Inspection Framework, and emerging actions have been aligned with evidenced based research, HMIP YOT inspection outcomes and Thematic Reports to inform practice and identify areas for further development. Youth Justice Team staff are regularly involved in meetings with the Management Board and a wide range of information and data has been presented so that the profile of the need of children is well understood and responded to. This has encouraged examples of innovative and creative practice within the Youth Justice Team.

It is very positive to note that Youth Justice Team staffing remains stable and consistent, and no risk has presented in terms of the team's ability to deliver services in the period. The team benefits from long serving managers and staff who possess a wide range of skills and experience. Staff have accessed relevant training, some of which has been informed by the National Standards Self-Assessment of 2020, as well as the ongoing HMIP Inspection Programme. Most of the team's staff live within Carmarthenshire – they understand the county's demographic profile and are well placed to identify the most appropriate services for children and families. The Principal Manager and Youth Justice Team Manager make a significant contribution to youth and criminal justice developments locally, regionally and nationally through participation within various strategic and operational groups, including the Criminal Justice in Wales Steering Group and the Youth Justice Blueprint Project Board.

In the last year, Youth Justice Team Policies, strategies and guidance have been updated so that they reflect local, regional and national developments. Partnership working remains a strong feature within the county council and across strategic partnerships and this is central to ensuring that the needs of children and families are recognised and met.

It is very pleasing to note that the performance of the Youth Justice Team has remained strong during the year. Performance is monitored via the Youth Justice Board and the Management Board, Re-offender Tracker Meetings, Youth Justice Leadership Meetings, and through quality assurance and audit activities and supervision and appraisal mechanisms. During the period, the Principal Manager led on a very well received piece of work for CYSUR: The Mid & West Wales Safeguarding Children Board which reported on safeguarding information relating to children supervised in a statutory capacity. A report was presented to the Serious Violence and Organised Crime Board, which promoted a better understanding of the profile of the cohort being supervised and gave a thorough insight

into the work of the team for the benefit of a wide range of partners. Provision of local data to the Management Board and partners has resulted in requests for further analysis to achieve a deeper understanding of trends, risks and needs relating to specific groups of children. A Youth Justice Team infographic has also been produced which gives a comprehensive understanding of the work of the team for partners and stakeholders.

Person Centred Planning has remained a strong focus for the team, and the 'Dyma Fi/This is me' (self-esteem and well-being) programme has been developed with children and staff during the year. Enhanced Case Management was re-introduced October 2021, which has allowed staff to continue to build upon their already well-established skills as trauma informed practitioners. The Re-settlement and Re-integration Panel receives information on children who are remanded/subject to a custodial sentence as well as complex cases requiring partnership input. The panel has been able to remove barriers identified in the supervision of children as well as providing valuable insights, suggestions and advice. There will be a continued focus on monitoring for disproportionality and this will include a regional approach care experienced children entering the youth justice system, as well as girls who have committed offences of violence.

The use of social media platforms has expanded to reach a wider audience of children, young people and families, and staff have been issued with smart phones to improve methods of maintaining engagement. In the forthcoming year, the Youth Justice Team will contribute to the Youth Support Service's preparation to apply for both the Youth Work Quality Mark (Gold Level), as well as the National Participation Kitemark. The recently developed Youth Support Service Participation and Engagement Strategy will support further developments in relation to personalised approaches by listening to the voice of the child and using feedback in shaping service delivery. Progress made in the last year includes involving children/young people in recruitment and a young person attended a Management Board Meeting to talk about their experiences of involvement in the youth justice system and of being supervised by the Youth Justice Team.

The Youth Justice Team will continue to adapt to 'Better Ways of Working' in line with County Council directives and within this arrangement, systems will need to be implemented to ensure that staff have opportunities to engage with one another on a face-to-face basis to promote and maintain staff well-being and morale; support professional practice and relationships; and support valuable 'on the job' peer learning.

Though the number of children supervised on statutory orders has fallen both locally and nationally in recent years, it is recognised that the needs and risks of children coming to the attention of the Youth Justice Team are complex. This is also the case for children diverted for an Out of Court Disposal via Bureau or referred into the team for prevention of offending interventions. There is a sharp focus on quality and excellence in the delivery of work and the attention given to vulnerability of children and families locally allows for a heightened focus on children at risk. Victim work and restorative approaches remain central to the work of the team. Over the next 3 years this work will be supported by the Police and Crime Commissioner on a regional basis. Good quality partnership work has resulted in maintaining low levels of custody and ensuring the robust re-settlement and re-integration plans are in place. In response to youth homelessness, an exciting project is also being undertaken across partnerships to re-shape 16–25-year-old housing provision within the county.

Whilst the number of children diverted via Bureau locally has reduced, referrals for prevention of offending work have increased slightly in the last year, and it is anticipated that demand will remain high, bearing in mind factors including the social and economic pressures being faced by the most vulnerable families in our county. The Management Board receives regular updates from the Youth Justice Leadership Team which includes flagging identified challenges and risks so that the Board can support the team in implementing necessary mitigative actions.

The Management Board would like to congratulate the Youth Justice Team for winning the Hwb Doeth (Excellence Hub) Award for Innovative Practice (2021), which involved a reparation skills project producing picnic benches for primary schools in the Gwendraeth Valley to promote outdoor learning. This work was showcased as part of Criminal Justice in Wales report on criminal justice achievements during the pandemic which was Circulated to partners and stakeholders across Wales. The Youth Support Service also retains its Youth Work Quality Mark Bronze and Silver Awards. Following the very recent renewal of the Bronze

Award, the lead assessor said in her summing up, '... four teams - one awesome service'. Welsh language and culture also came through strongly during the service's assessment.

On a final note, the Management Board would like to thank all management and staff working within the Youth Justice Team who have demonstrated ongoing dedication and commitment in working with children and young people during a particularly challenging period – it is recognised that the achievements of the partnership are only made possible with your continued dedication and hard work throughout the year.

Jake Morgan

Director of Community Services and Corporate Safeguarding Lead

Introduction to the Youth Support Service

Carmarthenshire Youth Support Service was established in 2016, bringing together youth work and youth justice statutory provision under a single management structure. The service sits within the Curriculum and Well-being Division of the Department for Education and Children. A diagram showing the service structure is included in Appendix 2 of this report.

The vision and priorities of the Youth Support Service are informed by the Council's **Corporate Strategy 2018-23** which incorporates the following Well-being Objectives:

Well-being Objective
Start Well
1. Help to give every child the best start in life and improve their early life experiences
2. Help children live healthy lifestyles
3. Support and improve progress, achievement, and outcomes for all learners
Live Well
4. Tackle poverty by doing all we can to prevent it, helping people into work and improving the lives of those living in poverty
5. Create more jobs and growth throughout the county
6. Increase the availability of rented and affordable homes
7. Help people live healthy lives (tackling risky behaviour and obesity)
8. Support community cohesion, resilience & safety
Age Well
9. Support older people to age well and maintain dignity and independence in their later years

In a Healthy and Safe Environment	
10.	Look after the environment now and for the future
11.	Improve the highway and transport infrastructure and connectivity
12.	Promote Welsh language and culture
In addition, a Corporate Objective	
13.	Better Governance and Use of Resources

Service delivery across the County Council is underpinned by the 5 Ways of Working (long term, integrated, involving, collaborative and preventative). This means that the Council will do its work in a sustainable way and think about the impact its work can have for people living in Wales, now and in the future. The Council will work with other public bodies in Wales to:

- work together better
- involve people reflecting the diversity of our communities
- look to the long term as well as focusing on now
- take action to try and stop problems getting worse - or even stop them happening in the first place.

Youth Support Service 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:

- Will promote Children's Rights and ensure that children and young people have a good, positive, and meaningful experience of participation
- Is innovative and creative in its service delivery
- Contributes to the Local Authority's delivery of early intervention, prevention, and support within the county
- Has well-trained staff and volunteers who can offer a range of services to children, young people and families in Welsh and English
- Uses restorative approaches in what we do
- Engages with families and carers for better outcomes

Priorities

Youth Support Service Priorities for 2021/2023:

- To ensure that the Service provides a high quality, responsive and accessible youth support provision for children, young people and young adults in Welsh and English
- To carry out a self-assessment against the National Participation Standards
- To support children and young people to access appropriate health and well-being services
- To support the process of curriculum development in schools and support educational attainment and attendance for children, young people and young adults
- To become a Trauma Informed, Adverse Childhood Experiences Aware service
- To divert children and young people away from the criminal justice system
- To prevent offending and re-offending of children and young people
- To adopt holistic approaches in working with children, young people and families

In addition to the Youth Justice Team, the Youth Support Service comprises of 3 other teams:

<u>Universal Support Team</u>	<u>Targeted Youth Support Team (10-18)</u>	<u>Targeted Youth Support Team (16-25)</u>
<p>The team is responsible for open access provision including:</p> <ul style="list-style-type: none"> • Leading on Participation and Children’s Rights and supporting children and young people’s participation in decisions that affect them • Adventurous outdoor activities • Term time and holiday programmes • County Council youth clubs in Carmarthenshire • Supporting the delivery of the Duke of Edinburgh’s Award (Gold, Silver, and Bronze Awards) • Programmes of accredited learning e.g., Open College Network, ASDAN, John Muir Award • Delivery of activities to support community safety and to reduce anti-social behaviour • Co-ordination of staff training and professional development • Residential programmes for young people both in the UK and abroad 	<p>The team includes school-based youth workers in all county secondary schools and Coleg Sir Gâr, and peripatetic School Engagement Project staff.</p> <ul style="list-style-type: none"> • Staff work with children in all secondary schools and the Coleg Sir Gar Youth Access course, as well as those aged 10-16 who are educated other than at school • The team also supports children and young people at key transition stages from primary school and secondary school, as well as in relation to further and higher education and employment • A variety of approaches are offered with 1-1 support and groupwork opportunities • Staff offer groupwork opportunities which may include accredited opportunities such as ASDAN or John Muir award, as well as non-accredited formal groupwork programmes such as the STAR programme (Safety Trust and Respect) and less formal, issue-based group learning opportunities • Parents and Carers can also be offered support and advice 	<p>The team is responsible for the delivery of a range support for children, young people, and young adults aged 16-25 years and their families.</p> <p>The team works with individuals, families, and groups who can be affected by a broad range of issues associated with:</p> <ul style="list-style-type: none"> • Family relationships • Physical health issues (including substance misuse and alcohol misuse) • Emotional and mental health issues • Homelessness prevention and support • Not being engaged in in education, employment, or training (NEET)

A range of administrative, performance management and business support if provided by staff within the service in addition to the Education Systems Team. The Youth Justice Information Officer is directly line managed by the Principal Manager of the Youth Support Service.

Diversity and Personalised Approaches

The Youth Support Service takes a personalised approach to delivery of all work with children and young people. This includes full consideration for diversity factors, defined as protected characteristics set out in the Equality Act (2010) (race; age; disability; gender; sexuality; gender assignment; pregnancy and paternity; marriage or civil partnership; and religion or belief). The service considers an individual's personal circumstances to ensure that interventions are responsive to need.

The Welsh Language in Carmarthenshire

Carmarthenshire has the largest number of Welsh speakers in Wales. Our bilingual population is a unique asset. We have a statutory obligation to provide Welsh medium services, but we are also passionate about promoting the Welsh language and ensuring that all our residents can learn and use the Welsh language in every aspect of life. We are determined to ensure that Welsh remains a living language in the communities of Carmarthenshire. To do this, we need to work together to create more opportunities for children, young people, adults and families to learn and use the Welsh language in school, in work, in business and in leisure activities. We need to ensure that we are not only able to speak Welsh but that we are using the Welsh language confidently in all aspects of life.

Delivery of Youth Justice Services

Youth Offending Teams (known in Carmarthenshire as the '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. Governance is conducted locally, by a Management Board made up of key partners, and nationally, by the Youth Justice Board for England and Wales, which is part of the Ministry of Justice. In May 2019, a WG/YJB Youth Justice Blueprint and an accompanying Implementation Plan were published. The Blueprint sets out Wales' key aspirations and guiding principles for young people in, or at risk of, entering the criminal justice system. The accompanying Youth Justice Blueprint Implementation Plan sets out a shared commitment to exploring recommendations made by the Youth Justice Board (Cymru) in relation to:

- Prevention
- Pre-Court Diversion
- Community
- Resettlement and Transition
- Custody

Dedicated workstreams have been established to drive through the Blueprint Implementation Plan, which is overseen by the Youth Justice in Wales Programme Board.

Youth Justice Team Priorities 2022/23

The priorities of the Youth Justice Team have been reviewed in line with relevant national strategies and have been informed by the YJB Strategic Plan 2021/24; the Youth Justice Blueprint; Criminal Justice in Wales and Local Criminal Justice Board Priorities; and Her Majesty's Inspectorate of Probation Annual Report: inspection of youth offending services (2021). The priorities are as follows:

- To promote a childhood removed from the criminal justice system using prevention, diversion and minimal intervention
- To reduce re-offending and create safe environments in which children are protected from harm and supported to thrive
- To maintain low level use of custody and ensure that re-settlement and re-integration planning is delivered to achieve the best possible outcomes for children
- To support children to lead positive and healthy lives via access suitable substance misuse assessment and treatment services
- To support children to access suitable emotional and mental health assessment and treatment services
- To support children and young people to access suitable accommodation
- To support children in accessing education, training and employment opportunities
- To maintain/strengthen Welsh language skills and delivery
- To ensure that all work is a meaningful collaboration with children and their carers
- To address any over representation in the cohort of children supervised by the Youth Justice Team
- To address Serious Violence and Exploitation

2. Local context

Social, economic, geographic and language considerations

Data source: Carmarthenshire County Profile - Research and Information Unit, Carmarthenshire County Council, March 2021:

Carmarthenshire population: **187,568** (2018 Mid-Year Population Estimates):

-4th highest population in Wales

-76% of the population born in Wales - 44% able to speak the Welsh language.

-Major employers are Carmarthenshire County Council and Dyfed Powys Police

-Mid-year population estimates: 15 – 24 years- 19,310 (10.5%) of total population

Local Population Ethnicity:

White 98% (including 0.2 % Gypsy/Traveller)

Mixed/multiple ethnic group- 0.6%

Asian/Asian British- 1%

Black/African/Caribbean/Black British- 0.4%

Economic status:

Pockets of deprivation: areas within Carmarthen town; Burry Port and Llanelli; Ammanford, Glanamman. Carmarthenshire comprises of 3 main towns: Carmarthen, Llanelli and Ammanford, and has several smaller communities/villages throughout the county. Rurality is a factor and accessibility/transport links can prove challenging within remoter area of the community.

Youth Justice Team Response:

Teams address issues associated with rurality by completing home visits and supporting children/young people to be able to attend various appointments, often driving them to destinations in the knowledge that public transport (accessibility and cost) can at times present as a barrier. This would include driving parents/carers to visits to the secure estate; supporting with transport to attend college or placements and ETE related interviews; attending health related appointments.

<p><u>Youth Justice Team response:</u> The Youth Justice Team Staff can deliver youth justice interventions through the Welsh language. Staff are supported to develop their Welsh language skills through the provision of a range of Welsh language courses suited to the learning and development needs of staff.</p> <p>The Youth Justice Team and Management Board reflect local population ethnicity</p>	<p><u>Children Looked After from other areas:</u> There are many residential children's care homes within the county, and the Youth Justice Team is very often involved in working with 'home YOTs' (across Wales and England) in supporting the supervision of Children Looked After who are subject to statutory supervision whilst they reside within Carmarthenshire.</p>
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3. Child First

United Nations Convention on the Rights of the Child

Every child has the right to survival, protection, education and to have their voice heard. These and many other fundamental children's rights are outlined in the United Nations Convention on the Rights of the Child (UNCRC). The Youth Support Service will ensure that it delivers on its statutory and moral obligations of the four general principles of the Convention, which ensure that all children and young people:

- Are not discriminated against
- Have their best interests protected
- Have the right to life, survival, and development
- Are involved in decision making by having the right to express their views and have them given due weight, taking into account their age and maturity

The Youth Justice Board has published a Strategic Plan for 2021-24 which sets out the vision of a Child First youth justice system. The youth justice partnership has implemented these in service delivery as follows:

Prioritise the best interests of children, recognising their particular needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children

Care is taken to ensure that all information gathered through referral, screening and assessment processes is accurate, timely and reflects multi-agency involvement and importantly, what the child and parent/carers have to say about their situation and circumstances. Personalised approaches are used in engaging with the child, their parent/carer and family by conducting home visits and a range of enquiries to find out about how the child prefers to learn, how they best communicate (e.g. preferred language) and what their interests are. This information is then drawn into the provision of reports for the Courts; Referral Order Panel and Bureau which reflect each child's needs and risks. Staff use trauma informed approaches and the Enhanced Case Management Model to work with children and parents/carers to design and implement a person-centred plan, and in some cases to develop a child safety plan. For some children, risk and safeguarding management involves extensive partnership working (Children's Services; health, education, police etc).

Examination of several Youth Justice Team to Probation Service transition case studies during 2021/22, has resulted in a *Local Agreement between the Youth Justice Team and the Probation Service on Case Transition* which sets out effective practice for those young people who transition. In line with this approach, it is very positive to note that the Probation Service is also seeking to implement trauma informed practice principles with its 18-25 cohort.

Gate keeping, quality assurance and audits throughout the year help ensure the provision of quality services from end to end, and data analysis is used to determine the needs of the cohort of children, so that the service can be as responsive as possible.

Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.

The use of trauma informed practice allows for an in-depth understanding of the circumstances of the child and family in the provision of prevention and diversion services through to re-settlement planning. It allows for recognition of the child's strengths and capacities to support them to desist from offending and to keep them safe. The Therapeutic Intervention for those at Risk of Serious Sexually Harmful Behaviour (TISSHB) is a well-established specialist intervention provided in partnership with Children's Services, Specialist CAMHS and Youth Justice.

The design and delivery of restorative approaches seeks to meaningfully engage children in accepting responsibility for their behaviour, to understand victim perspectives and reduce further offending, victimisation and harm. The Reparation Skills Project seeks to promote a child's understanding of the impact of their behaviour whilst building confidence and self-esteem through developing new skills.

The Youth Justice Team Education Officer screens all children/young people entering the service to help determine their needs and inform intervention planning so that education/training and employment outcomes are maximised. Work is also aligned with the Welsh Government Youth Engagement and Progression Framework which comes under the Youth Support Service delivery remit.

Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.
(Link to further information on the Participations Standards: [national-standards-guide.pdf \(gov.wales\)](#))

The Youth Support Service has formulated a strategy to improve participation and engagement against the following priorities:

- Training
- Recruitment of staff
- Feedback

Each team has also developed its priorities for 2022/23. The Youth Justice Team priorities have been determined in a workshop held with staff:

- Information provision
- Feedback
- Addressing discrimination.

Progress this year has included children/young people being involved in recruitment and in attendance at the Management Board; involvement of children in developing the 'Dyma Fi/This is me' programme and helping to design 'My Plan', as well as involvement of children in decision making regarding Reparation Skills Projects.

Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system

The Management Board Membership actively promotes opportunities for diversion via Out of Court Disposals, prevention and signposting so that the best outcomes for the child and victims are fully considered. The Youth Panel Magistrates have attended to observe Bureau during the last year, and opportunities to observe practice will continue to be offered to partners and stakeholders. The Management Board has received input from the Chief Inspector responsible for Child Centred Policing, this has also included reporting to the Board on a regional data collection exercise in relation to care experienced children and their contact with the youth justice system. Learning from this analysis will be disseminated regionally.

In some cases, the team offers voluntary interventions to children following successful completion of court orders, so that they can continue to receive support towards desistance. Exit planning involving onward referral to other appropriate services is also discussed, agreed and planned for with children/young people as appropriate. This often includes referral to a youth worker, referral to community-based services, referral to adult services, etc.

4. Voice of the Child

'Make Your Mark' gives all children/young people aged 11-18 in the UK the chance to have a say on the biggest issues facing young people. This year's results are as follows:

Carmarthenshire: 1,064 children/young people voted Health and Wellbeing (288) Education and Learning (242) Covid Recovery (179)	Wales: 10,866 children/young people voted Health and Wellbeing (3,115) Education and Learning (1,876) Jobs, Money, Homes and Opportunities (1,848)	UK: 434,492 children/young people voted Health and Wellbeing (93,023) Jobs, Money, Homes and Opportunities (81,068) Education and Learning (77,470)
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Children and young people in the county are supported by the Participation and Engagement Team within the Youth Support Service to be able to participate in Make Your Mark. Further, Carmarthenshire Youth Council Members are supported to be able to take these issues forward both locally and nationally. During the year, there has been an emphasis on how the Youth Support Service builds upon participation and engagement as part of signing up to the National Charter, with the aim being to work towards attaining the Welsh Government endorsed National Participation Kitemark.

The Youth Justice Team regularly shares feedback with the Departmental Team Managers and with the Youth Justice Team Management Board via case study information and letters/emails from parents/carers. The Substance Misuse Service within the team routinely gathers feedback from children using the service and will adjust substance misuse input so that it reflects trends being reported. Feedback is also gathered following Referral Order Panel, Bureau and following sentencing at Court.

5. Governance, leadership and partnership arrangements

The Youth Support Service – overseen by the Head of Curriculum and Wellbeing – sits within the Department for Education and Children, and its priorities are channelled through the divisional and departmental plans. The Youth Support Service structural diagram is outlined in Appendix 2, along with the staffing and volunteer profile of the Youth Justice Team.

The production of a Youth Justice Plan is a statutory duty of the Local Authority (Part 3; s40) of the Crime and Disorder Act 1998. Therefore, this 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 Fair and Safe Communities and submitted to the Police and Crime Commissioner.

The Public Services Board (PSB) was established in May 2016, following the introduction of the [Well-being of Future Generations \(Wales\) Act 2015](#). The PSB is a collection of public bodies including 4 statutory members – the County Council, Hywel Dda University Health Board, Natural Resources Wales, and the Fire Service – working together with wider partners to improve the well-being of our county. Carmarthenshire PSB made an Assessment of the state of economic, social, environmental and cultural well-being locally and, as a result, a Well-being Plan has been published, setting out the PSB's local objectives and the steps to be taken to meet them. The PSB has introduced a number of multi-agency delivery groups to assist it in improving well-being and implementing the Plan, and the 'Safer Communities' group continues to report to the PSB. Safer Community Partnership members comprise of partners who have a statutory duty to work together to reduce crime and disorder, reduce reoffending, reduce anti-social behaviour and tackle substance misuse. Membership includes the Police, the County Council, the Probation Service, Hywel Dda University Health Board, the Fire Service, as well as other key stakeholders, including the Principal Manager of the Youth Support Service.

To increase the effectiveness of community-safety related meetings and reduce duplication, the county CONTEST (counterterrorism) Board, Serious Violent and Organised Crime Board are held consecutively during a half-day session and emerging issues are fed into the Safer Communities Partnership Meeting. This has improved the collaborative working and connectivity between these areas.

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 and Health. The Board is further strengthened by membership from the Community Safety Partnership; the Office of the Police and Crime Commissioner; Local Authority Housing Services; Local Authority Regional Learning and Skills Partnership; H.M. Courts and Tribunals Service; Careers Wales; and Executive Board Member representation from Carmarthenshire County Council. Full Board Membership, including the job title of the Board Member, dates of board meetings and schedule of attendance at Management Board Meetings is included in Appendix 1.

The role of the YJS Management Board is to:

- Have oversight and strategic leadership of the Youth Justice Team, including developing a clear local vision and strategic links with other local statutory agencies
- Ensure the service operates according to Child First principles
- Determine how the Youth Justice Team is composed and funded, how it operates and what functions it carries out
- Oversee the appointment of a Youth Justice Team Manager

- Understand the performance of the Youth Justice Team, the needs of children in the justice system and any challenges to service delivery. Also, to oversee and respond appropriately to the Youth Justice Team's performance; and encourage innovation
- Engaging with incorporating the views of children to deliver a high quality, individualised and responsive service for all
- Determine how appropriate youth justice services are to be provided and funded; and oversee the Youth Justice Team budget
- Oversee the formulation and implementation of the Youth Justice Plan taking note of national guidance on underlying principles such as Child First, and encourage the use of toolkits to develop specific areas of work/actions plans to address issues such as disproportionality
- Have strategic oversight of the Standards for Children in the Youth Justice System (2019) and be satisfied that appropriate systems and policies are in place to achieve positive outcomes for children
- Ensure that any action plans which comprise part of the annual Youth Justice Plan or audits of performance are carried out
- Recognise the significance of the role of governance in inspections and participate in HMIP inspections of the Youth Justice Team and any related follow-up activity, actively consider HMIP findings, establish a plan to address any failings identified and then monitor activity to deliver improvements
- Escalate challenges with partner organisations appropriately particularly if children are not receiving the services or provision, they require

During the year, the Management Board has received a briefing in relation to YJB Youth Justice Service Leadership and Guidance (Dec 2021) and the Management Board Terms of Reference and Management Board Induction Pack have been reviewed to reflect the updated guidance. An additional, Management Board development session was held in March 2022 to promote further understanding of the HMI Probation Inspection Framework and inspection outcomes. A schedule showing agenda items discussed in Management Board Meetings during this last year can be found in Appendix 1 of this plan.

The Youth Support Service is represented at the Multi Agency Public Protection (MAPPA) Strategic Management Board; Integrated Offender Management Board; and Children and Youth Safeguarding - Unifying the Region (CYSUR). The Principal Manager attends the (Dyfed-Powys) Local Criminal Justice Board, which works collaboratively to deliver an efficient and effective local criminal justice system. The Board recognises the importance of preventing children and young people from offending. The commissioning of substance misuse treatment services through the Area Planning Board has led to managers of county-based services collaborating to ensure representation at a regional level. Good working protocols exist with Choices, the universal substance misuse treatment provider for young people, as well as with adult alcohol and substance misuse services. Regional Youth Offending Teams within Dyfed-Powys link to ensure alignment the priorities of the Police and Crime Commissioner, the Youth Justice Board and Welsh Government. The Youth Justice Team Manager represents the region at YJB Hwb Doeth (Excellence Hub) meetings and contributes to the Youth Justice Sector Improvement Partnership.

The Youth Support Service Principal Manager represents the service at local partnership meetings, including those organised for the delivery of Community Safety; Serious Violent and Organised Crime; Contest and Channel Panel (as Vice Chair) (in line with the Counter Terrorism and Security Act 2015); and the Carmarthenshire Local Operational Group. Team Managers also attend Multi Agency Risk Conference (MARAC), Multi Agency Public Protection Meetings (MAPPA) and Integrated Offender Management (IOM).

The Principal Manager is a member of the national Principal Youth Officers' Group, YOT Managers Cymru, the Criminal Justice in Wales Steering Group, the National Court Users Group and the Youth Justice Blueprint Project Board.

6. Resources and services

FUNDING BODY	FINAL BUDGET 2021/22	FINAL BUDGET 2022/23	COMMENTS
Probation Service	£5,000	£5,000	
Youth Justice (YOT) Grant	£223,876	£223,876	2022/23 grant to be confirmed
WG Promoting Positive Engagement Grant	£201,168	£201,168	
Police & Crime Commissioner	£50,000	£35,000	30% reduction in funding (£15k)
Local Authority – Youth Justice Core Budget	£465,061	£465,061	2022/23 budget to be confirmed
TOTAL	£945,105	£930,105	1.6% decrease in funding

The Youth Justice Board is yet to confirm its grant allocation to the Youth Justice Team for the forthcoming year but has informed that there will be an increase in funding. Until further announcement, the YJB has advised that last year's commitment should be used for planning purposes. Core Budget is also yet to be confirmed and therefore an indicative amount is indicated on the above table. On this basis, the Youth Justice Team's projected budget shows an overall reduction of 1.6% in comparison with 2021/22, however, in year vacancies will mitigate any associated risks. A partnership bid to support an existing post has been submitted for UK Government funding to maintain the prevention of offending and anti-social behaviour offer.

Grants are formally reported against either on a quarterly or half yearly basis, and this requires a considerable amount of information gathering and performance oversight. The Youth Justice Board Grant contributes to the provision of 7 posts linked to preventing and reducing offending. The Police and Crime Commissioner (PCC) has committed 3-year funding towards the delivery of a regional YOT restorative justice project from 2022/23. WG Promoting Positive Engagement Grant contributes towards Prevention work, Bureau delivery and work with victims. Management Board statutory partners have given a written commitment to staffing and resources for 2022/23, as outlined in the financial summary below. The Probation Service's financial contribution of £5,000 remains the same; the contribution of a seconded Probation Officer to the Youth Justice Team is 2.5 days a week commitment. Youth Justice Team accesses a CAMHS Nurse and CAMHS practitioners for advice, referral and training input. The Police Officer seconded into the team will take retirement later this year and plans are in hand to recruit another seconded officer who will also be linked in with the multi-agency Vulnerability Hub established at Police Headquarters.

The Youth Justice Board Grant, partnership contributions and available services are used to deliver youth justice services in accordance with the Youth Justice Team priorities set out on page 12 of this report.

Our performance will be further improved in 2022/23 through delivery against the action plan (outlined on pages 41-42) which has been informed by the HMIP Inspection Framework self-assessment carried out by the Management Board and Youth Justice Team; the HMIP Annual Inspection of YOTs Report 2021; and the YJB Youth Justice Service Leadership and Guidance (Dec 2021).

7. Progress on previous plan

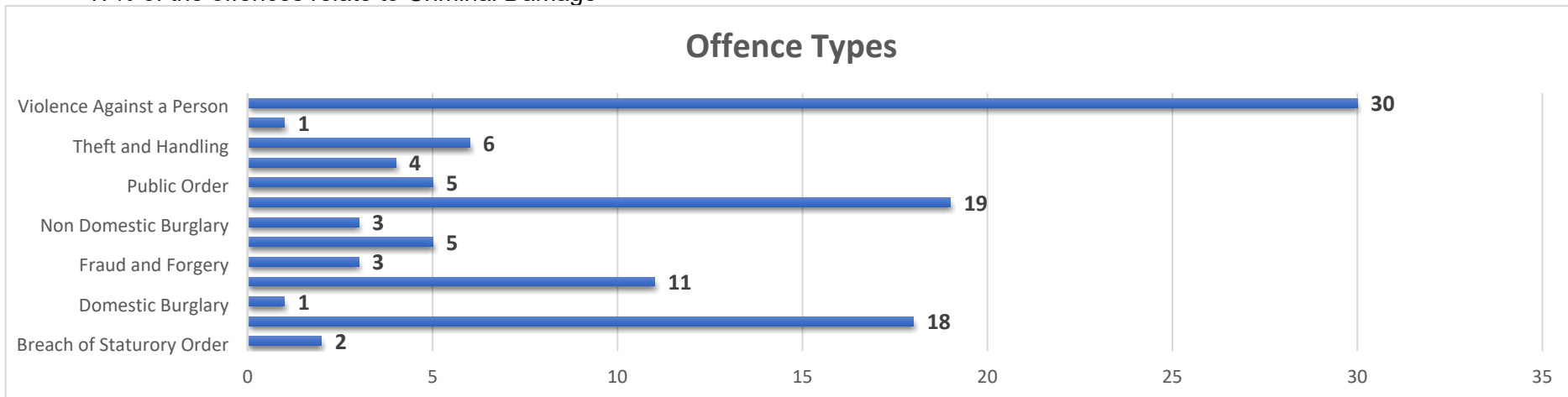
This report has been designed to give a robust and comprehensive analysis of the work of the Youth Justice Team during the last year. Performance has been maintained at a very high level throughout the period.

The following data is based on 101 children who commenced 108 interventions (from prevention through to custody) between 1st April 2021 and 31st March 2022. 76% of the caseload were male; 24% were female; 45% of the caseload were aged between 14 years and 16 years.



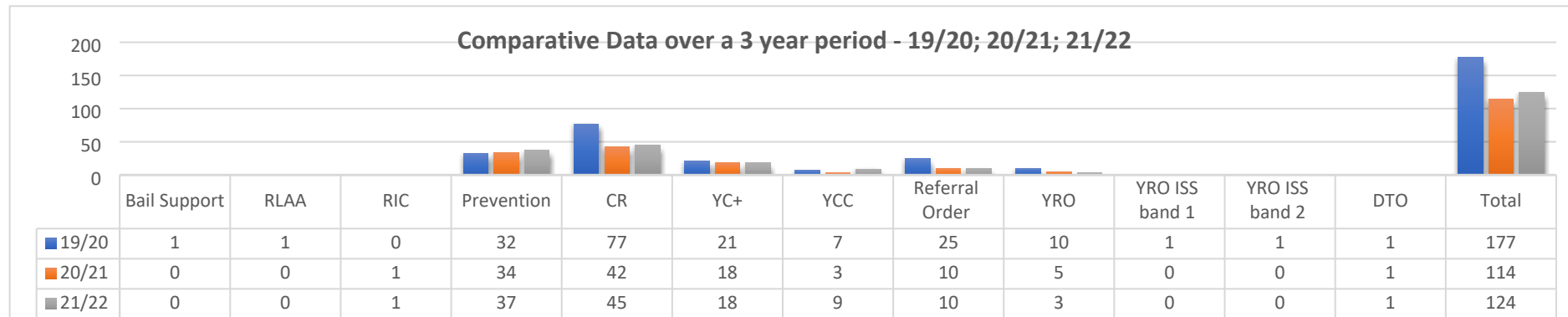
The graph below illustrates the range of offences linked with Community Resolutions through to Detention and Training Orders during the reporting period. There are 108 offences linked to 71 interventions:

- 28% of the offences were Violence Against a Person.
- 18% of the offences were classified as 'Other' (*Possession of a Bladed Article; Possession of Offensive Weapons; Stalking, Sending Malicious Communications; Harassment, Making/Distributing Indecent Photographs; Threatening a Person with a Bladed Article and Indecent Behaviour*).
- 17% of the offences relate to Criminal Damage



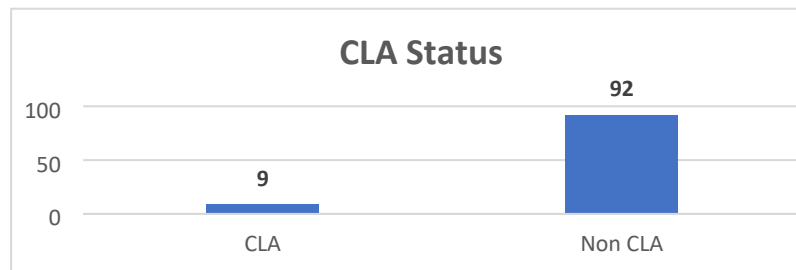
Comparative Data: 2019/20 through to 2021/22

It is notable that in the period, referrals into the Youth Justice Team for prevention work were slightly increased, whilst other areas of work (Out of Court Disposals and Community Orders) showed a significant decrease. Since there are no delays at Youth Court, the decrease in community orders means that fewer children have come into the justice system during the pandemic. As daily life returns to a pre-pandemic routine, it is anticipated that the statutory caseload will start to increase.



Children Looked After

Of the 101 children (starting an intervention), 1 child was on the child protection register and 9 were 'looked after'. During this period, the team was also 'caretaking' 2 children from other local authorities subject to a total of 3 interventions (1 female from Ceredigion and 1 male from Cwm Taff who was a Child Looked After).



Elective Home Educated Children

2 children were Electively Home Educated during the period (from a total of 101 Cases).

Serious Violence (this information has been taken from the YJB Serious Youth Violence Data Toolkit)
In the period from April 2021 to December 2021, 1 child committed 1 serious violence offence (Wound/Inflict Grievous Bodily Harm without Intent) and received a Youth Conditional Caution.

Risk of Exploitation

Carmarthenshire Youth Justice Team along with the Dyfed-Powys Regional Teams, submitted a report to CYSUR, (The Mid and West Wales Safeguarding Board for Children) which analysed active cases from Youth Caution through to DTO Licence during 1st June 2021 and 31st December 2021. This report will be repeated during 2022 to capture a full year of data. The report is embedded below.



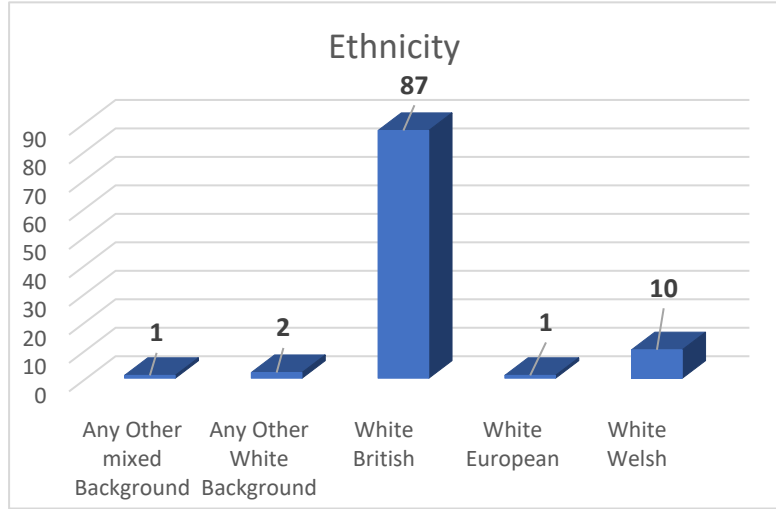
CYSUR REPORT - regional YOTs data

The following information is based on Carmarthenshire's data which captures the 'vulnerability characteristics' pertaining to 31 children, including children that were being supervised by Carmarthenshire from other Local Authorities. Some children appear against more than one category. Children's Services routinely invite the

Youth Support Service to Missing Persons and Child/Sexual Exploitation Risk strategy meetings. These children are sometimes known to the Youth Justice Team, or wider the Youth Support Service.

Ethnicity Classification

86.13% of the caseload were 'White British'; 9.9% were 'White Welsh'; 0.9% were of 'White European'. 1.9% of the caseload were of 'Any Other White' ethnicity; 0.9% were of 'Any Other Mixed' ethnicity.

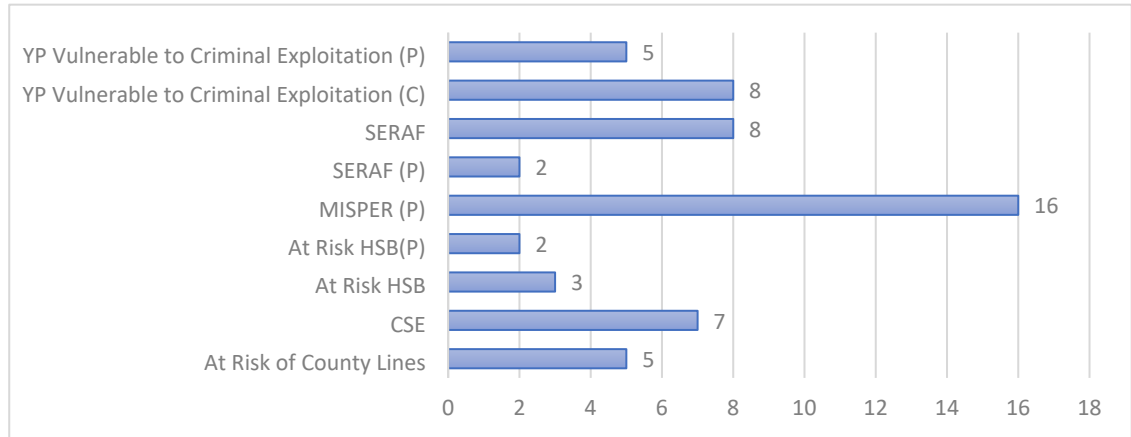


2 children that the Youth Justice Team oversaw on behalf of other YOTs across England and Wales, were classified as 'White British'. Consideration is given by managers and staff to the impact of disproportionality upon outcomes of children; this is a focus within service delivery and is monitored through allocation processes, quality assurance, audits, via the Re-offending Tracker Meeting and other meetings with key stakeholders.

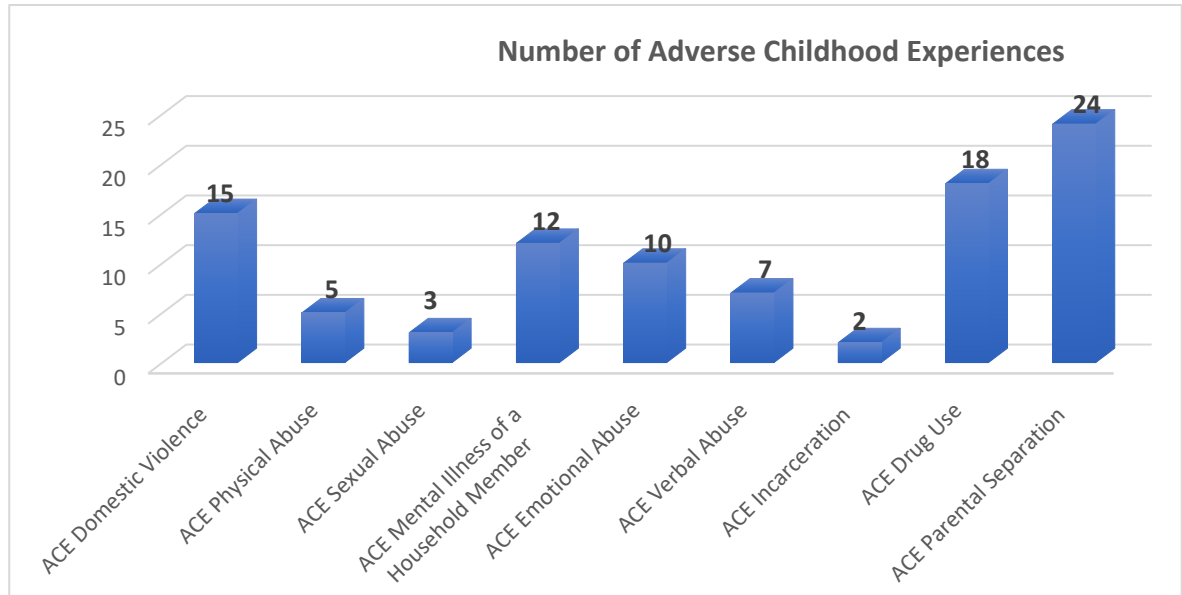
Analysis of children that had an arrest episode during April 21/ March 22

This report was requested by the Management Board to be able determine if the youth justice outcome was felt to be appropriate in the cases of 8 children. All 8 children were of White – British ethnicity.

Vulnerability Characteristics of Cohort



*(P)= previously (C)=currently



This year, the Management Board requested further analysis of girls who had committed offences of violence. The full report is embedded below.



Analysis of children who had an arrest epi



Girls violence 21.22 ppt.pptx

Tracking Re-offending

Quarterly ‘tracker’ meetings are held to review case level data with reference to the risk of offending/re-offending to ensure that interventions are commensurate with the level of risk. The meeting seeks to identify those at the highest risk of offending based on several factors, including age; gender; Children Looked After; recent offending history; ASSETPlus assessment; ethnicity; place of residence; and offence type.

List of Audits and QAs carried out by the Youth Justice Team in the period (to include relevant narrative)

- Alerts / Flags and Event Characteristics – Statutory cases in April 2021 return - 19 cases (May 2021)
- Alerts / Flags and Event Characteristics – Dip sample from all case managers – 15 cases (July 2021)
- Closed Cases – all cases closed during COVID (March 2020 – August 2021) - 75 cases (Sept 2021) - All aspects of the ChildView case record against the case managers prompt sheet.
- Active Statutory cases – 11 cases (Feb 2022) - All aspects of the ChildView case record against the case managers prompt sheet.

Number of children flagged in relation to Serious Incidents Notification = 0

Number of Children referred into Multi Agency Public Protection Arrangements = 2 males referred, but not accepted.

Number of young people supported via MAPPA post supervision = 1 (female). Youth Support Service staff attended MAPPA in respect of this young person to provide support, advice and guidance as to interventions and risk management.

Number of Children referred into MARAC = 0

Number of Children Referred into Chanel Panel arrangements and known to Youth Justice Team = 0

Youth Justice Board Key Performance Indicators Report

YOTs submit quarterly data against YJB Key Performance Indicators (KPIs):

For Welsh YOTs, there are an additional 4 devolved indicators which are all reported on a quarterly basis:

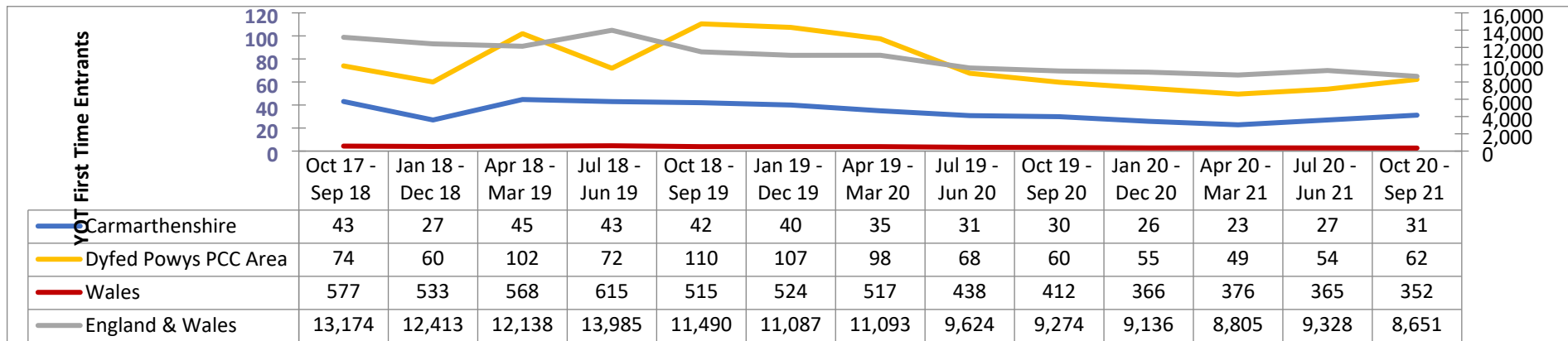
- First Time Entrants
- Re-offending
- Custody

- Education, Training and Employment
- Screening and Assessment for Substance Misuse
- Screening and Assessment for Mental Health
- Accommodation Suitability

KPI	Definition and how is it measured	Useful to know
First Time Entrants (FTEs)	First-time entrants are defined as children (aged 10-17 years) who receive their first substantive outcome (a youth caution or court conviction) for the first time within the period. Each YOT has an overarching target to reduce the number of FTEs on a quarterly basis within its locality. The rate of first-time entrants to the criminal justice system aged 10 -17 years is per 100,000.	Police National Computer (PNC) data is used by the Ministry of Justice (MOJ) to calculate the YOT FTEs and re-offending rates. Youth Offending Teams are not able to see the individuals making up the numbers and, therefore, YOTs cannot carry out any checks between local YOT data and PNC derived data for accuracy/agreement. If a child from another county commits an offence within Carmarthenshire, this is counted as a Carmarthenshire FTE.

The graph below indicates that the rate of First Time Entrants continues to be maintained at around the same low level; however, slight variances over the 4-year period are shown.

Number of First Time Entrants October to September 2021

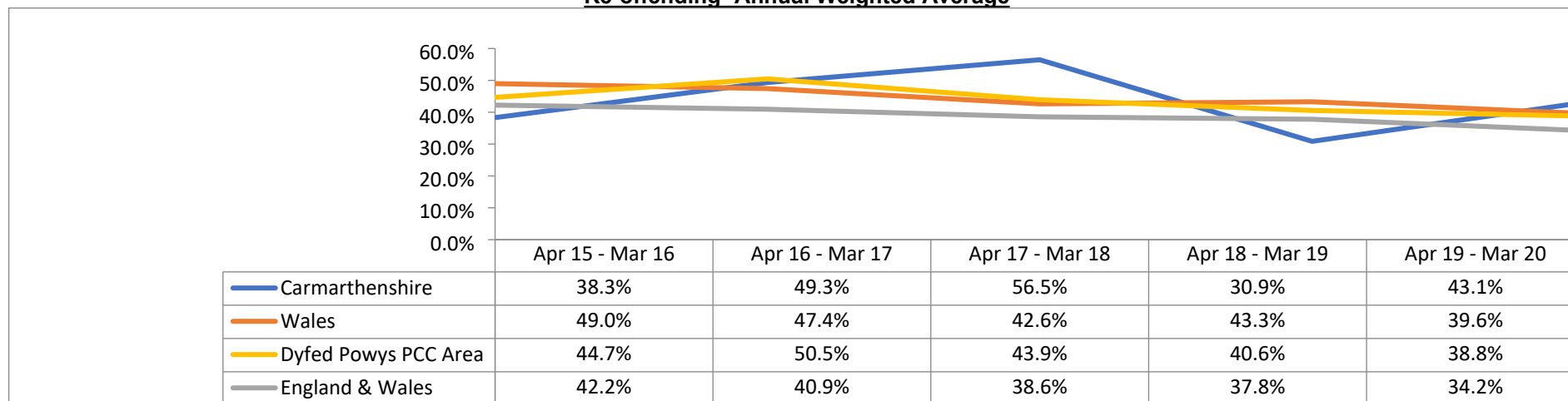


Re-offending rate	The data for this indicator comes from the Police National Computer and is published by the MoJ. The cohort consists of all young people who received a pre-court or court disposal or were released from custody within a 12-month period. The YOT has an overarching target to reduce the number of children re-entering the criminal justice system year on year.	In recent years, the Ministry of Justice changed the methodology for measuring re-offending moving from a 12-month cohort to a 3-month cohort. This cohort is tracked over a 12-month period. Changing from annual to 3-month cohort gives rise to a greater proportion of prolific offenders and hence higher offending rates, though both measures show similar trends over time at a national level. The YJB measure is always approximately 18 months behind 'real time'. Measuring true re-offending rates is difficult; official records will underestimate the true level of re-offending, as only a proportion of crime is detected and sanctioned, and not all crimes and sanctions are all reported on one central system (source MOJ proven Re-offending Statistics: Definition and Measurement 2016). Young people are tracked beyond their 18 th birthday, and beyond their range of YOT involvement.
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Due to the complexity of a small cohort of re-offenders, the annual weighted average can fluctuate considerably. Youth Offending Teams are not able to check YJB sourced data against local data. However, the Youth Justice Team routinely uses the YJB live offending tracker to monitor and analyse re-offending within the Carmarthenshire cohort. This

work assists in providing a useful re-offending 'picture' and the YOT uses this information to ensure that staffing, resources and interventions are appropriately allocated to meet the needs of children who are flagged.

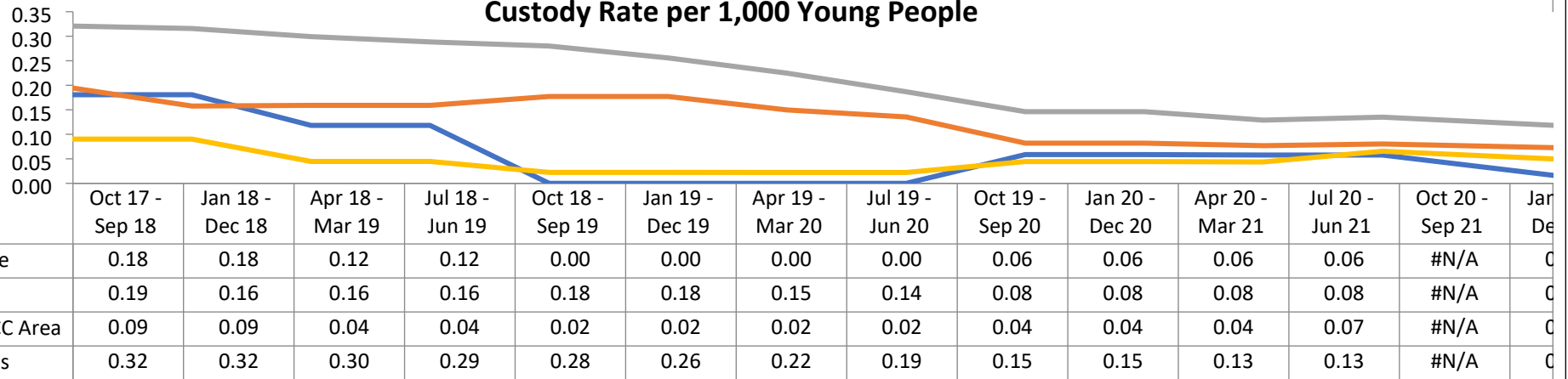
Re-offending- Annual Weighted Average



Custody Rate	This is a measure of the percentage of custodial sentences (Detention and Training Orders; Section 90 - 92 and Section 226 and 228) issued to children per 1,000 of the 10-17 population. YOTs have an overarching target to reduce the number of children receiving a custodial sentence.	Custody rates have reduced significantly since the introduction of the Legal Aid, Sentencing and Punishment of Offenders Act 2012. The Act effectively allows more flexible and repeated use of community sentences, with custody being reserved for the most serious offences.
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During the period, 1 child was remanded and subsequently sentenced to a Detention and Training Order. The Youth Justice Team ensures that the court is offered a range of robust community options to consider in place of custody. However, at times, the offence seriousness and associated risks carry a mandatory custodial sentence. Since April 2016, the Local Management Board has provided arrangements for provision of a Re-integration and Re-settlement Panel; all young people subject to custody or remanded into custody are regularly reviewed whilst serving their sentence in the secure estate and during the licence period. This helps ensure that children/young people are afforded every possible opportunity to address factors associated with their offending behaviour risks. Work to strengthen desistance is designed to ensure that suitable provision of service in accordance with individual need is in place upon release into the community. This includes release on temporary licence as appropriate to maximise access to services and resources in the community.

Custody Rate per 1,000 Young People



Education, Training and Employment (ETE)

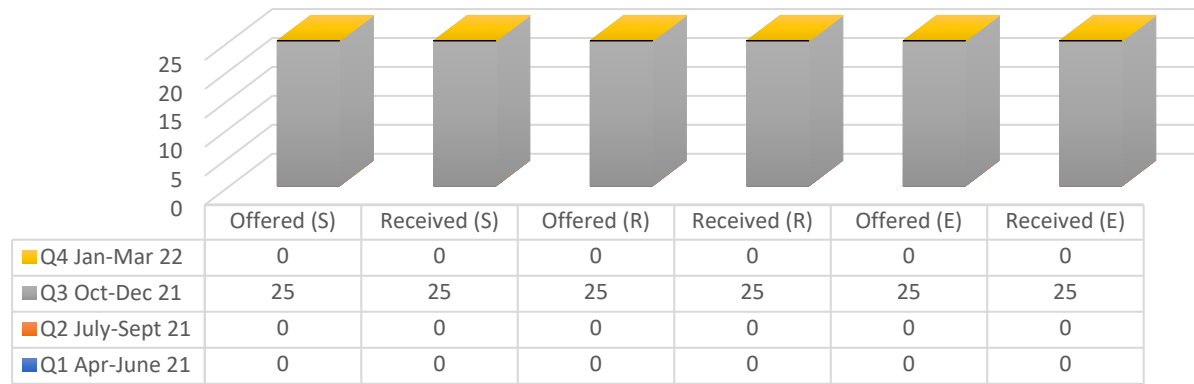
Youth Justice Board Key Performance Indicator Definition: Increase engagement in education, training, and employment of young people in the youth justice system in Wales

This data is a count of the number of relevant disposals (Referral Orders, YROs and DTOs) closing in the period, and number and proportion of these disposals where the child/young person was in suitable ETE. The measure looks at those of Statutory School Age (who should receive at least 25 hours per week) and those Above Statutory School Age (who should receive at least 16 hours per week).

The indicator looks at the number of hours offered to the child/young person alongside the hours received/attended. This allows the YOT to determine instances where a child/young person is not being offered ETE in line with their eligibility. The measure looks at average ETE hours received at commencement, review and end of the intervention.

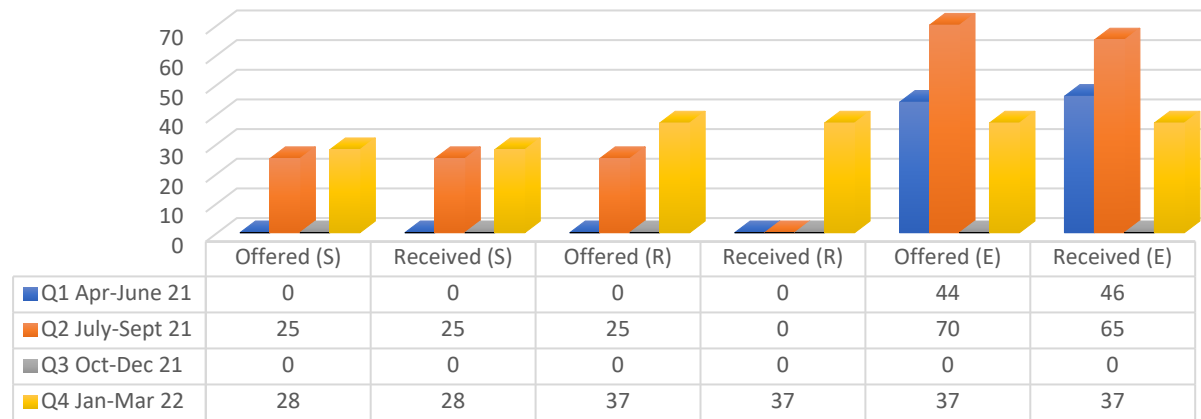
The Youth Justice Team’s Education Officer has established tracking systems to check and monitor the progress of young people. There is also good liaison with the Youth Engagement and Progression Co-coordinator, Cynnydd, schools, colleges, Careers Wales and training providers. The pandemic has made this area of performance very challenging due to lockdown and training providers not being accessible for periods of time. Systems are in place within the Youth Support Service and the wider department to bring staff from across services together to problem solve and risk manage. At times cases may be escalated through senior management structures within the wider department to resolve ongoing issues. The Youth Justice Team seeks to utilise its Reparation Skills Project to bridge any gaps in provision; this allows the child to complete their reparation work, whilst also being productively engaged in developing practical skills, such as building their confidence and self-esteem. However, this has been restricted during periods of lockdown. During the reporting period, 1 child of Statutory School Age ended their Statutory Court Order – this was during Q3 October-December 2021, this child was receiving their full ETE entitlement of 25 hours at mainstream school.

Statutory School Age - 1 Child



S = Start; R = Review; E = End

Above Statutory School Age - 8 Children



S = Start; R = Review; E = End

Above Statutory School Age Provision (requirement to attend 16 hours + per week)

During the reporting period, 8 children of Above Statutory School Age ended their Statutory Court Orders; Q1 2 children; Q2 4 children; and Q4 2 children.

Q1: 2 children; both were NEET at the start and review of their orders, by the end of their interventions 1 child became employed on a part time basis and another started full-time training.

Q2: 4 children; 2 were NEET at start and review of their orders and by the end they were both in full time training. 2 children were receiving ETE at the start and review with 1 child becoming NEET by the end and another commencing college.

Q4: 2 children; 1 was NEET throughout their order. 1 commenced the order on 28 hours and by review/end started a Modern Apprenticeship.

Access to Substance Misuse Services

Youth Justice Board Key Performance Indicator Definition: *Ensure that young children and young people in the youth justice system in Wales with identified substance misuse needs gain timely access to appropriate specialist assessment and treatment services.*

This indicator is the percentage of children identified via screening as requiring a substance misuse assessment. Of those requiring assessment, this must be completed within 5 days; and if the child has been identified as requiring treatment, this must commence within 10 days.

The data captures the tiers of treatment that the child is assessed as requiring and the tier of intervention given.

Tiers of Intervention

Tier 1	Brief intervention, information, and advice (universal)
Tier 2	Targeted Intervention
Tier 3	Community/Specialist intervention
Tier 4	Drug Specialist Inpatient Treatment and Residential Rehabilitation

A detailed report on the Youth Support Service Substance Misuse Service is outlined in the embedded report.



Substance Misuse
Annual Report 2022.p

	Q1	Q2	Q3	Q4	Total
Number identified via screening requiring a Substance Misuse assessment	2	4	1	2	9
Number receiving a Service prior to YOS engagement	0	3			3
Number referred to Substance Misuse Service for an assessment	1	1			2
Number commencing a Substance Misuse assessment	1	1			2
Number commencing a Substance Misuse assessment within 5 days of referral date	1	1			2
Number of young people identified requiring treatment	1	1			2
Number receiving Tier 2	1	1			2
Number receiving Tier 3					

Q1 – 2 children were identified; 1 child was referred on to Mental Health Services.

Q3 – 1 child was identified; during the screening it was noted the child had no substance misuse issues.

Q4 – 2 children were identified; 1 child was not ready to engage with the process at that time but did however, agree to a re-referral being made at later stage and 1 referral was made to Dyfed Drug and Alcohol Service as he was over 18 years at the time of referral.

Access to Mental Health Services

Youth Justice Board Key Performance Indicator Definition: *Ensure that young children and young people in the youth justice system in Wales with identified mental health needs gain timely access to*

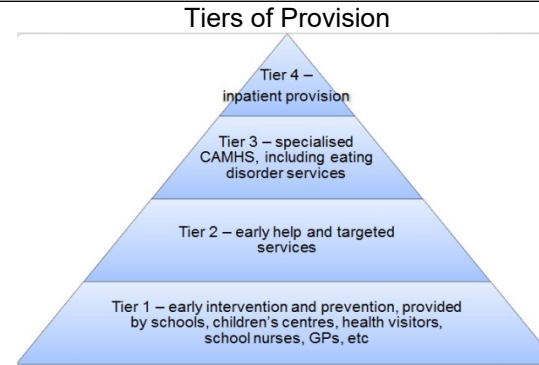
Within the measure, the YOT will identify any children who are already known to receive a service from mental health services. At times, a child may be screened as showing a concern; however, it could be judged that they do not require an onward referral to Specialist CAMHS at that time—for example, they may require substance misuse intervention or a lower-level intervention from Iechyd Da, or from the YOT case worker.

appropriate specialist assessment and treatment services.

The YOT reports on the percentage of children identified as requiring a mental health assessment. All children are screened within 10 working days of sentence, and those screened as requiring a referral on to mental health services are referred within 10 working days.

The YOT then reports the percentage of referrals:

- a) receiving a mental health assessment within 28 days and
- b) if the child referred has been identified as receiving mental health treatment within 28 days of assessment.



The Youth Justice Team has access to a CAMHS Practitioner and Specialist CAMHS under a Service Level Agreement. There are also excellent links with the Youth Health Team/Iechyd Da who can provide early intervention advice and guidance as well as signposting. In the period, 12 referrals were made to Iechyd Da from Youth Justice Team, 4 of which were referred directly from the Youth Justice Team Substance Misuse Service. Alongside Children's Services and Specialist CAMHS, the Youth Support Service continues to fund the Therapeutic Intervention Service for Sexually Harmful Behaviour (TISSHB) within Carmarthenshire. The philosophy guiding the TISSHB is to:

- Ensure best practice and safe working with this client group across agencies
- Provide a forum for multiagency working and shared responsibility
- Promote joint work across agencies
- Support practitioners across agencies to develop and maintain skills in working with Harmful Sexual Behaviour
- Ensure no practitioners are working in isolation with cases where there is Harmful Sexual Behaviour
- Ensure joint working for assessments
- Provide timely assessments and intervention for children, young people who engage in HSB and their families.

During the year we were involved in 12 interventions with children in relation to HSB; of the 12 cases, 7 were Prevention, 4 were out of court disposals and 1 was a YRO. 6 of these cases were referred to TISSHB. 2 children were referred for Dual Diagnosis.

	Q1	Q2	Q3	Q4	Total
Number identified via screening requiring a MH assessment	2	3	1	2	8
Number currently in receipt of MH Service		2			2
Number referred for MH assessment	1	1	1		3
Number refusing a MH Service		1			1
Number commencing MH assessment	1		1		2
Number commencing MH assessment within 28 days of referral date	1		1		2

Number receiving Tier 2	1		1		2
Number receiving Tier 3					
Number receiving Tier 4					

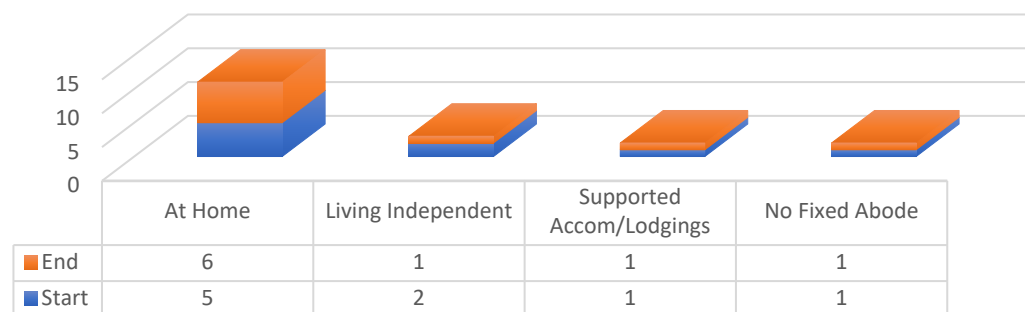
Q1; 2 children identified, 1 child was referred, assessed and receiving Tier 2 and 1 child identified as no Mental Health Issues

Q4; 2 children identified, 1 was Mental Health to an alternative service i.e. Jac Lewis foundation, 1 child was identified via ASSETPlus, but deemed to have no Mental Health issues warranting onward referral at the time.

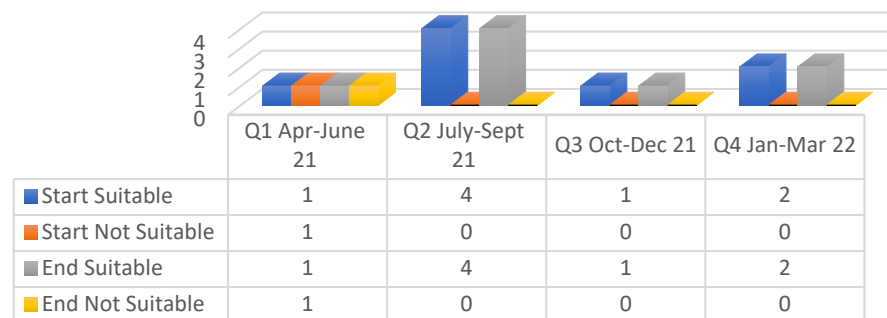
<p>Access to Suitable Accommodation</p>	<p>This measures the percentage point change in the proportion of children with suitable accommodation. For community sentences, the measure compares accommodation suitability at end of community with suitability at commencement of order. It also looks at suitability upon release from custody compared with immediately prior to commencement.</p>	<p>The data is a count of Statutory disposals closing in the period, split into 3 groups (one for Referral Orders, one for Youth Rehabilitation Orders, and one for Detention and Training Orders). Youth Cautions are excluded.</p>
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1 child was in unsuitable accommodation at the Start and End of their order (Q1), this was due to the child 'sofa surfing' with friends and family at commencement. During the order the child was offered 2 alternative addresses, however refused both. The child then took up residence at a flat but left the accommodation and was 'sofa surfing'. In Q2 – Q4 all children were in suitable accommodation at both Start and End. The graphs below look at the types of accommodation that the children were residing at during the start and end of their orders over the four quarters.

**Accommodation Type
April - March 2022**



Accommodation Suitability - Quarter by Quarter



Prevention Work

The prevention of offending function of the team is supported by WG and Police and Crime Commissioner funding.

Bureau (Diversion via Out of Court Disposals)

Bureau arrangements (introduced in Carmarthenshire in June 2014) are now well established. This approach is conducive with the 'child first' agenda, allowing for children to access appropriate interventions to support them to lead productive lives free from further offending

Restorative Approaches

The Youth Justice Team continues to offer all victims the opportunity to engage in restorative work. All identifiable victims are contacted, and every effort is made to ensure that the voice of the victim is heard and responded to. Restorative Approaches continue to be delivered as part of Bureau (the Out of Court Disposal process).

Full Report on Prevention, Diversion and Restorative Justice



PPE Report for
October 2021 - March

8. Performance and Priorities

The YJB Performance Oversight Board monitors the performance of each YOT, and any performance concerns are raised with YOT Managers to determine remedial actions. No concerns have been flagged to the Principal Manager regarding performance during the period.

The YJB are currently consulting on proposed changes to Key Performance Indicators for YOTs across Wales and England; however, for the moment the following indicators remain in place:

YOTs submit quarterly data against YJB Key Performance Indicators (KPIs):	For Welsh YOTs, there are an additional 4 devolved indicators which are all reported on a quarterly basis:
First Time Entrants Re-offending Custody	Education, Training and Employment Screening and Assessment for Substance Misuse Screening and Assessment for Mental Health Accommodation Suitability

The following overarching Child First principles will thread through the Youth Justice Priorities for 2022/23:

- Prioritise the best interest of children; recognise their particular needs, capacities, rights and potential
- Promote children's individual strengths and capacities to develop their prosocial identity for sustainable desistance
- Encourage all children's active participation, engagement, and wider social inclusion
- Promote a childhood removed from the justice system using pre-emptive prevention, diversion, and minimal intervention.

1.	<p>Priority: <u>To promote a childhood removed from the criminal justice system using prevention, diversion, and minimal intervention</u></p> <p><u>Prevention of offending</u> work is delivered by an experienced staff group from the Youth Justice Team. The team is represented on all local Anti-Social Behaviour Problem Solving Groups within the county and accepts referrals directly on young people who have been persistently involved in ASB. Referrals are received from a range of sources, such as police, schools, social workers, medical practitioners and Team Around the Family.</p> <p><u>Diversion via Bureau arrangements</u> (introduced in Carmarthenshire in June 2014) are well established. This approach is conducive with the ‘child first’ agenda, allowing for children to access appropriate interventions to support them to lead productive lives free from further offending.</p> <p><u>What we will do:</u> Offer children and their families early help as appropriate, to prevent escalation into statutory and/or specialist services, by accepting referrals for prevention work and for anti-social behaviour work Ensure that Out of Court Disposals are consistently applied and are effective in diverting children from court where appropriate.</p> <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Number of First Time Entrants • Number of prevention/ASB referrals received • Number of children worked with • Range and type of interventions delivered • Profile of need of cohort is understood • Education status of cohort • Re-offending rate of cohort • Number of children diverted • Number of Community Resolutions delivered • Number of Youth Cautions delivered
2.	<p>Priority: <u>To reduce re-offending and create safe environments in which children are protected from harm and supported to thrive</u></p> <p>A range of policies and guidance has been reviewed and updated during 2021/22 to underpin delivery against this priority. For example, the Risk Management Policy, Transitions Guidance, Re-settlement Policy, Joint Working Arrangements between the Youth Justice Team and Children’s Services, Restorative Justice Policy, the Service Level Agreement with Specialist CAMHS and Terms of Reference for the Re-offender Tracker Meeting.</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Use the Re-offending Tracker tool to provide good oversight of cases • Ensure that there is a shared understanding of good quality assessment, planning and intervention for children • Ensure that public protection risk and safety and well-being management processes are effectively managed by case managers as well as through manager oversight (MAPPA; MARAC and Community Safeguarding; and Public Protection [CSPP] Guidance) Youth Support Service Risk Management process

	<ul style="list-style-type: none"> • Engage with children who are at risk of Child Criminal Exploitation and Child Sexual Exploitation • Engage with children who may be at risk of radicalisation and extremism • Guard against disproportionate representation of children from Black, Asian and Minority Ethnic backgrounds in the youth justice system locally • Guard against disproportionate representation of Children Looked After/children with Protected characteristics within the youth justice system locally • Ensure that that case management provides for a robust programme to address offending behaviour (e.g., Enhanced Case Management approaches) • Utilise the Youth Justice Team Compliance and Enforcement Policy and Voluntary Support Guidance to promote engagement in interventions designed to promote safeguarding and reduce risk of further offending • Engage with victims and communities • Ensure that unpaid work and reparation provide opportunities for children to make amends to victims and/or make a positive contribution to their community and encourage children/young people to consider behaviour change. <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Re-offending rates • Audit of AssetPlus and case management records with agreed actions • Number of CSPPI cases referred for managerial oversight/decision • Number of MAPPA cases referred • Number of MARAC cases referred • Number of Victims worked with • Victim satisfaction feedback • Victim feedback (satisfaction) • Number of hours of unpaid work and reparation work completed • Reparation projects delivered • Number of PREVENT referrals made • A QA processes to include disproportionality and Children Looked After
3.	<p><u>Priority: To maintain low level use of custody and ensure that re-settlement and re-integration planning is delivered to achieve the best possible outcomes for children</u></p> <p>Custody rates have been maintained at a low level over several years; however, for those made subject to a remand or sentenced to custody it is critical to have robust planning, including work across the partnership for these children in order to have a good understanding of their needs. In the last year, the Youth Justice team has developed a Constructive Re-settlement Policy and has refreshed the Terms of Reference and guidance for the Re-settlement and Re-integration Panel. During the year, the Panel has been able to be responsive to meet the accommodation needs of children, both leaving custody and those who are in the community.</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Ensure that the confidence of the Courts is maintained, and justice is served to victims and communities through the delivery of a high-quality service

- Ensure that use of remands into custody are avoided as far as possible
- Ensure that the Re-integration and Re-settlement Panel is used to determine the best outcomes for young people sentenced to custody
- Demonstrate that the victim perspective is apparent and influential wherever relevant, and contributes to assessment, planning of interventions and supervision of children and young people
- Ensure that reparation provides opportunities for children to make amends to victims and/or make a positive contribution to their community and encourage children/young people to consider behaviour change
- Ensure that there is evidence of a profile of need of those who are remanded/sentenced to custody

Success Criteria:

- Feedback gathered from sentencers
- Number of children remanded into custody (including age, gender and ethnicity)
- Number of children sentenced to custody
- Number of Re-settlement and Re-integration Panels held
- Management Board to audit cases where young people are kept in police custody overnight against relevant guidance

4. **Priority: To support children to lead positive and healthy lives via access suitable substance misuse assessment and treatment services**

The Youth Justice Team established its 'in house' Substance Misuse Service in 2008. Further details in relation to the service can be found within the Annual Substance Misuse Report 2021/2022 embedded on page 28.

What we will do:

- Produce an Annual Substance Misuse Report which provides an in-depth analysis of the needs and characteristics of all children who receive a substance misuse screening/assessment and intervention from the Youth Justice Team Substance Misuse Service
- Screen and assess all children entering our service
- Refer on to the Youth Justice Team Substance Misuse Service for further assessment/intervention
- Work in partnership with other substance misuse and health providers to ensure that the child or young person receives the most appropriate service
- Deliver bespoke interventions in accordance with assessed need
- Raise awareness of County Lines and related criminal exploitation issues
- Identify and address dual diagnosis issues
- Signpost to any other appropriate services
- Ensure that transition arrangements are in place between children and young people's services and adult services
- Train all staff so that their substance misuse knowledge and skills equip them to assist in appropriate screening and assessment

Success Criteria:

- Numbers screened and assessed for substance misuse
- Numbers of children referred into service

	<ul style="list-style-type: none"> • Tiers of intervention offered • Profile of cohort showing key characteristics is maintained • Number of County Lines cases/children at risk of County Lines within Carmarthenshire is identified • Delivery of staff training to include County Lines as well as linked criminal exploitation of children/young people
5.	<p><u>Priority: To support children to access suitable emotional and mental health assessment and treatment services</u></p> <p>The Service Level Agreement with Specialist CAMHS describes services that the Youth Justice Team can access and there are fortnightly drop ins for staff to discuss children with Iechyd Da/Youth Health Team and there are quarterly meetings held with Specialist CAMHS, Iechyd Da and school nursing service.</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Screen and refer children into Specialist CAMHS/Primary Mental Health services. • Ensure that staff are trained to appropriately screen children • Ensure that there is partnership working with Specialist CAMHS and Iechyd Da <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Number of children/young people referred to Iechyd Da • Number of children referred into Specialist CAMHS • Number of children referred into to Specialist CAMHS dual diagnosis service • Number of children receiving specialist Harmful Sexual Behaviour Intervention • Delivery of CAMHS training to staff
6.	<p><u>Priority: To support children and young people to access suitable accommodation</u></p> <p>We will continue to work closely with Housing Services colleagues to seek to remove barriers to access for the children we supervise. The Youth Support Service is linked in with an exciting programme of work within the county in the re-shaping of housing provision for 16-25 year olds.</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Ensure that all children/young people are screened and assessed • Work in partnership to prevent homelessness • Work in partnership with other housing related services to shape planning provision and to remove barriers <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Number of children/young people in suitable accommodation
7.	<p><u>Priority: To support children in accessing education, training, and employment opportunities</u></p>

	<p>The Youth Justice Team Education Officer screens all children who come into our service. He collaborates with the Engagement and Progression Co-ordinator in line with Welsh Government Youth Engagement and Progression Framework.</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Ensure that children screened and assessed • Ensure that children are offered their ETE entitlement • Ensure that children are offered ETE opportunities <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Number of young people engaged in ETE start and end for school aged/above statutory school age children • Number of ETE projects delivered
8.	<p><u>Priority: To maintain/strengthen Welsh Language Skills and Delivery</u></p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Ensure that the Team provides high quality, bespoke packages of intervention for children in Welsh where appropriate • Ensure that staff are given opportunities to use Welsh in the workplace regardless of level of skill • Offer Welsh language training courses in relation to staff need <p><u>Success criteria:</u></p> <ul style="list-style-type: none"> • Number of interventions delivered in Welsh • Number of Welsh speaking staff • Number of staff undergoing Welsh Language courses to improve verbal/written skills
9.	<p><u>Priority: To ensure that all work is a meaningful collaboration with children and their carers</u></p> <p><i>See section 2- Child First and section 3 Voice of the Child</i></p> <p>To deliver against Youth Justice Team Participation and Engagement Priorities:</p> <p><u>Information provision</u> National Participation Standard 1, ‘You have the right to information that is easy to understand and allows you to make an informed decision.’</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Produce new information leaflets for children/parents-carers/victims • Develop information and content on the Social Media platforms • Update the County Council webpages with comprehensive information regarding Youth Justice provision <p><u>Success Criteria for Information provision:</u></p>

- New information leaflets to be included at point of contact with child/young person/family
- New information leaflets to be shared with partner agencies as appropriate
- Comprehensive information for youth justice provision is easily accessible via relevant social media platforms
- Feedback from children/parents-carers to include usefulness of leaflet/website content

Feedback

National Participation Standard 6: *'You have the right to know what differences you have made and how your ideas have been listened to.'*

What we will do:

- Improve methods of capturing feedback (creating electronic forms/apps)

Success Criteria for Feedback:

- Number of feedback forms received from children
- Number of feedback forms received from parents-carers
- Number of feedback forms received from victims
- Completion of a report on feedback received and details of steps taken to shape service delivery as a result

Diversity, equality and inclusion

National Participation Standard 3: *'No Discrimination' 'Children and young people are all different and have the right to be treated fairly.'*

What we will do:

- Support staff to have the skills and confidence to take a personalised approach to engaging with children/young people, thus allowing staff to understand what it is like for that particular child/person in their *specific* circumstances and within their *specific* landscape, so they can understand their lived experience
- Monitor quality of recording on Childview
- Monitor AssetPlus assessments and reports presented to Bureau and the Court
- Gather feedback from children, parent-carers, victims which includes their views on the service's understanding and response of their needs and circumstances

Success Criteria for diversity, equality and inclusion:

- Staff completion of Equalities/Unconscious Bias training and linked corporate training
- Number of bespoke interventions delivered which evidence diversity, equality and inclusion
- Evidence of personalised approached in intervention planning and review
- Successful completion of interventions and evidence of good practice

10. **Priority: To address any over representation in the cohort of children supervised by the Youth Justice Team**

What we will do:

	<p>The Management Board will fulfil its duties in line with the Equality Duties Act (2010) by ensuring that due care is taken to understand the range of needs of the youth justice cohort. The disproportionality tool will be utilised for analysis and local reports will be presented to the Board to ensure that relevant information is gathered on Black and mixed ethnicity children, children looked-after, children excluded from school and Gypsy, Roma and Traveller children. The newly published All Wales Protocol for Reducing the Criminalisation of Care Experienced Children and young Adults will be adhered to. Despite girls tending to be under-represented in the youth justice system, they do have a specific set of needs and, therefore, the 'Dyma Fi/This is me' programme will be used to engage girls. There will also be continued analysis of their patterns of offending via the Re-offending Tracker as well as local data gathering.</p> <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Evidence that the Management Board receives a detailed profile of characteristics and need in relation to the cohort of children being offered services/supervision • Evidence that the management Board provides challenge and assists in barrier removal to minimise over-representation
11.	<p><u>Priority: To address Serious Violence and Exploitation</u></p> <p>The Youth Justice Team acknowledges the link between the exploitation of children regarding county lines and gangs, and the connections with the supply of drugs and serious violence. Harm is caused, not only to the community and victims but also to the children who are often victims themselves and, as a result, may become drawn into criminal activity.</p> <p><u>What we will do:</u></p> <ul style="list-style-type: none"> • Focus upon violence against the person offences (which encompasses homicide and weapon offences), robbery and drugs offences which have a gravity score of 5 and above through data analysis and use of the YJB serious Violence Tool. • Report in relevant serious incidents in line with the YJB Serious incidents notification: standard operating procedures for youth justice services in England and Wales (2022). • Work closely with the Serious, Violent and Organised Crime Board and attend at police intelligence briefings. • Consider the National Referral Mechanism for relevant cases • Monitor children who are subject to Release Under Investigation (RUI) arrangements and, in particular, where there is a link to investigations of serious violence. • Contribute to PREVENT (the Principal Manager is Vice Chair of Channel Panel) and ensure maintenance of staff training. <p><u>Success Criteria:</u></p> <ul style="list-style-type: none"> • Maintain/reduce serious violence incidents in the County

9. **Standards for Children in the Youth Justice System**

During the year, good progress has continued to be made in relation to the action plan emerging from the Standards for Children in the Youth Justice System self-assessment which was completed in 2020. Just 3 actions remained from the original action plan, and progress is set out below.

<u>National Standards Actions Self-Assessment- outstanding Actions for 2021/22</u>	Date	Status
YJT will refresh and update the information given to parents around their child's remand or custodial sentence so that they are well informed from the point of sentence.	Sept 2021	Completed
YJT has a Commencement of Supervision Induction file; this needs to be reviewed and updated on an annual basis.	Annually	Ongoing
As a development, the YJT will look at the constructive resettlement documentation to draw up its own practice guidelines in relation to constructive resettlement.	Sept 2021	Completed

10. Challenges, risks and issues

It is recognised that the longer-term impact of COVID-19 upon children and young people is yet to fully materialise and be understood; however, there is growing knowledge and awareness of the impact of the pandemic upon confidence, self-esteem, emotional/mental health and development of social skills in relation to children and young people. Safeguarding, wellbeing, educational achievement and routes into further education, training, and employment, as well as NEET prevention are a focus within the wider Education and Children's Department. Indeed, Strategic Focus Groups have been established to pool information and resources to support key areas of work.

On a positive note, service delivery has opened up, and this has greatly assisted the Youth Support Service in being able to build upon its engagement of children, young people and families alongside the use of technology. The staff based at Ty Elwyn Offices, Llanelli are part of a Better Ways of Working Project; this requires an impending office move from the 1st to the 2nd floor, where office space will be shared with Children's Services colleagues. It is envisaged that staff will base themselves at the office only when there is a specific need to do so. However, it is recognised that staff being able to network and engage in peer learning on a day-to-day basis in the physical workplace needs to be balanced with new ways of working.

Currently, the service is seeing higher levels in relation to homelessness referrals – there is a lack of suitable accommodation available and waiting lists are being operated. Carmarthenshire County Council is in the process of re-designing the housing offer to 16–25-year-olds and the Youth Support Service is involved in this work, as well as in the delivery of a pilot project offering floating support. Cynnydd (ESF) delivery for prevention of NEET work has been extended for a further 3 months through to the end of November 2022. In the meantime, Youth Support Service managers have been investigating alternative funding options, such as the UK Government Shared Prosperity Fund, to mitigate the far-reaching implications of the project ending.

Funding sources from Welsh Government have moved from an annual commitment to a 3-year commitment (Promoting Positive Engagement funding under the Children and Communities Grant); this is a very positive development which has meant that longer term planning against delivery is supported.

11. Service improvement plan

Youth Justice Team Improvement Plan 2022/2023

The actions below have emerged from ongoing self-assessment against Her Majesty's Inspectorate of Probation inspection framework, inspection reports and inspection briefings received to date.

Organisational Delivery

	<u>Action:</u>	<u>How will this be done?</u>
a.	To ensure that YOT governance and leadership continues to effectively communicate the vision and strategy of the YOT to staff and stakeholders.	By making effective use of: <ul style="list-style-type: none"> • The Management Board Induction process • Promoting opportunities for contact between Management Board and staff • The Youth Support Service staff induction programme • Staff participation and engagement in various task and finish groups • The development of a newsletter
b.	To refresh the Education Policy for the Youth Justice Team To consider the finding from the Joint Inspection of Education, Training and Employment Services in Youth Offending Teams in England and Wales (June 2022)	<ul style="list-style-type: none"> • To be completed in 2022/23 in consultation with the Management Board • To hold an education, training and employment themed Management Board Meeting in September 2022 which will include
c.	To monitor for disproportionality: <ul style="list-style-type: none"> • Need for a clear Strategy • Ensure recruitment of a diverse staff group (including volunteers) who are confident in being able to understand the needs of children from diverse background 	<ul style="list-style-type: none"> • Draft Disproportionality Strategy is to be finalised and brought to the Management Board once completed • To consider diversity in recruitment/induction and training of staff and volunteers

Operational Actions- to be completed by Youth Justice Leadership Group and Team

	<u>Action</u>	
d.	Ensure good assessment of Safety and Wellbeing and Risk of Harm:	Carry out audit of cases which will interrogate: <ul style="list-style-type: none"> • If vulnerable children are being appropriately assessed in terms of Risk of Harm

		<ul style="list-style-type: none"> • The quality of Safety and Wellbeing and Risk of Harm Sections in AssetPlus
e.	Monitoring ongoing ETE needs of the cohort:	<ul style="list-style-type: none"> • Youth Justice Team Education Officer is collating a report which will provide for full ETE analysis of the cohort. This will come to the Management Board as part of an Education/Training and Employment themed meeting • Discussions are ongoing with Educations and Children’s Services colleagues to ascertain if the Youth Justice Team can be included in an existing SLA with Health Board in relation to Speech and Language needs • ETE issues to be flagged to Principal Managers so that any concerns can be escalated through strategic groups and via senior leadership
f.	Contingency Planning in place and evidenced well	<ul style="list-style-type: none"> • To carry out a dip sample of complex cases where there has been changing circumstance, to ascertain if contingency planning is of good quality

Learning from Thematic Report and other evidence

The Youth Justice Team and Management Board have received briefings on thematic reports as well as other significant pieces of research as reported in Academic Insights publications (HMI Probation). This has generated focused pieces of work—for example, a desk top exercise to examine children arrested in the year known to the Youth Justice Team to determine if the children had optimal pre-court and diversion opportunities. There has also been work undertaken to analyse data on girls who have committed offences of violence in the period. There has been collaboration between the Youth Justice Team, the Police and Children’s Services to analyse care experienced children coming into contact with the youth justice system.

Learning from serious incident reviews reported locally:

No serious incidents have been reported in the last year.

Workforce development

The YJB has published a Workforce Development Strategy for the Youth Justice System (2021-23) which sets out the following objectives:

- Ensure that Child First principles are embedded in Workforce Development
- Promote anti-discriminatory practice
- Professionalising the Youth Justice workforce

The Youth Support Service has incorporated these objectives into the current service wide review of workforce development.

YOTs in Wales are represented on the Youth Justice Sector Led Improvement Panel (YJSIP) and the Youth Justice Team Operational Manager assisted in the review and delivery of (YJSIP) YOT Operational Managers training during the period.

Under the auspice of Hwb Doeth (a partnership of YJB, Welsh Government, WCCSJ / Academia, YOTs, Parc YOI and Hillside SCH) youth justice and academic regional partnerships will map out current research and discuss areas of practice for evaluation. The regional partnership will identify with workforce colleagues

where there are gaps in learning and opportunities for training and development. To inform workforce development the regional partnership arranges cross border training, information sessions and workshops. Hwb Doeth holds a Welsh youth justice workforce “Training Day” annually, which will form part of the Carmarthenshire Youth Support Service Training Plan. Staff can also utilise the YJB Youth Justice Resource Hub to access youth justice specific e-learning. Specialist or bespoke training is sourced and commissioned in line with staff need. Team Managers regularly hold team meetings which assist in helping to support staff and disseminate performance information, learning and good practice. Training opportunities and priorities across the service are discussed in a bi-monthly managers meeting so that relevant training is made available to all staff members.

Youth Support Service staff receive regular, formal supervision and appraisals which recognises positive practice and identifies professional development needs. In the period, Silver Bullet (ASSETPlus) training has been commissioned and staff attended Constructive Re-settlement Training.

Social workers maintain their professional registration Social Care Wales, this includes evidence of a relevant professional training record. Some staff have been supported to complete studies for the Institute of Leadership and Management level 3, the Professional Certificate for Effective Practice (Unitas) and one staff member has completed the Foundation Degree in Youth Justice (Unitas). The service also contributes to Youth Work qualification study fees.

Youth Support Service Team Managers have lead responsibilities for areas of work, and it is expected that all managers work together to ensure that the whole service benefits from their areas of leadership. Service Development Days and Practice Development Days for staff will continue to be used to bring staff together across the service to share practice and promote skill share, focus upon emerging practice and to receive training input. Welsh language provision remains a priority across the County Council and written and verbal Welsh language skills are set out within recruitment information and processes; staff are supported to access Welsh language courses suited to their individual need.

Board Development and Partnership Development

Management Board Members, Youth Panellists and other stakeholders will be invited to participate in observation of practice across the service and will be appraised of emerging themes and learning. Additional Management Board sessions will be added into the forward meeting schedule as and when required.

12. Evidence-based practice and innovation

Enhanced Case Management and the Therapeutic Intervention for those at Risk of Serious Harmful Sexual Behaviour will continue to be delivered and outcomes of these interventions will be reported to the Management Board. The ‘Dyma Fi/This is me’ programme will be rolled out across the Youth Justice Team/Youth Support Service. This piece of work was recently presented to the Management Board and was praised as an innovative way of working with children. The Cannabis Diversion Scheme will continue to be delivered as part of pre-court diversion. Plans are underway to introduce children’s social care involvement as part of the Bureau process to further underpin child centred approaches in determining optimal diversionary outcomes for children. An innovative regional pilot will be developed in partnership with the Police and Children’s Services which seeks to minimise unnecessary criminalisation of care experienced children. The 16-25 Floating Support Scheme will be rolled out imminently as a pilot within the Llanelli area.

13. Looking forward

The Principal Manager will contribute to critical areas of work, for example the Youth Justice Blueprint and the YJB Prevention and Diversion Steering Group for Wales and England. The outcome of the consultation on Youth Justice Board KPIs will be monitored and agreed performance measures will be applied as appropriate from April 2023. Emerging actions from the self-assessment against Her Majesty's Inspectorate of Probation will be worked through in readiness for future inspection.

There will be a focus on ensuring that the Youth Support Service's' social media presence promotes accessibility and information sharing. The service will continue to build upon participation and engagement ensure that feedback is meaningfully used to shape aspects of service delivery. Attention will be given to strengthen Welsh language skills and delivery and all youth justice data linked reports will include full consideration of Equalities and Diversity and disproportionality. The Youth Support Service will contribute to the Grŵp Llywio Tyisha/Tyisha Community Steering Group and its workstreams. The refreshed WG Youth Engagement and Progression Framework is due to be rolled out during the Autumn 2022 and local delivery against the framework will be reviewed accordingly for effective delivery within the county.

14. Sign off, submission and approval (Page 16 of the Guidance)

Chair of YJS Board	Jake Morgan
Signature	
Date	

15. Appendix 1

Full Board Membership; Leadership and Governance Arrangements; Record of Attendance at Management Board Meetings; Dates and Agenda Content of Management Board Meetings

Bwrdd Cyfiawnder Ieuencid | Youth Justice Management Board

Name	Agency representing	Position in agency	Ethnicity	Gender
Jake Morgan (Chair)	Carmarthenshire County Council	Director of Community Services and Corporate Safeguarding Lead	White	Male
Angela Lodwick (Vice-Chair)	CAMHS	Head of Specialist CAMHS & Psychological Therapies Service	White	Female
Aeron Rees	Carmarthenshire County Council	Head of Strategy and Learner Support	White	Male
Jan Coles	Carmarthenshire County Council	Head of Children's Services	White	Male
Chris Neve	Dyfed Powys Police	Chief Inspector	White	Female
Christine Harley	National Probation Service	Assistant Chief Executive	White	Female
Kate Harrop	Carmarthenshire County Council	Partnership and Complaints Manager	White	Female
Jane Lewis	Carmarthenshire County Council	Regional Partnership Manager	White	Female
Jonathan Morgan	Carmarthenshire County Council	Head of Housing and Safer Communities	White	Male
Lowri Williams	H.M. Court and Tribunal Service	Legal Advisor	White	Male
CLlr Jane Tremlett	Carmarthenshire County Council	Cabinet Member for Health and Social Services	White	Male
Wendy Williams	Careers Wales	Area Manager	White	Female
Alison Perry	Office of the Police and Crime Commissioner	Director of Commissioning	White	Female
Gill Adams	Carmarthenshire County Council	Youth Support Service Principal Manager	White	Female

Representative's attendance at YSS Management Board Meetings

	17.07.20	25.09.20 Llanelli imposed lockdown	08.12.20	12.02.21	30.04.21	15.06.21	13.07.21	23.09.21	24.11.21	01.03.22	23.03.22 Extra session	04.05.22
<i>Director of Community Services – Chair (LA Chief Execs rep)</i>	x	x	✓	✓	x	✓	x	✓	x	✓	✓	X
<i>National Probation Service</i>	✓	✓	x	✓	✓	✓	✓	x	✓	X	✓	✓
<i>Dyfed Powys Police</i>	✓	x	x	✓	x	✓	✓	✓	✓	✓	X	✓
<i>Children's Services</i>	✓	x	x	✓	✓	✓	✓	✓	✓	X	✓	✓
<i>Local Education Authority</i>	✓	✓	✓	✓	✓	✓	x	✓	X	X	✓	✓
<i>CCC Councillor</i>	✓	x	x	✓	✓	x	✓	x	✓	X	X	✓
<i>Housing</i>	x	x	x	✓	✓	x	X	✓	✓	X	✓	✓
<i>Mental Health Advisor</i>	✓	✓	✓	✓	✓	x	X	✓	✓	✓	✓	X
<i>Community Safety Partnership</i>	✓	✓	✓	✓	✓	✓	✓	X	X	✓	✓	✓
<i>HMCTS</i>	✓	✓	✓	X	✓	x	✓	✓	✓	X	X	X
<i>Careers Wales Joined in Mar 2018</i>	✓	✓	x	✓	✓	x	✓	X	✓	✓	✓	✓
<i>CRC Joined in Nov 2018</i>	x	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Regeneration & Policy Joined in Nov 2018</i>	x	x	x	x	x	x	x	x	✓	X	X	✓
<i>Police & Crime Commissioner Joined in July 2020</i>	-	x	✓	x	x	✓	✓	✓	✓	✓	X	✓
<i>YSS Manager</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Dates and agenda content of Management Board Meetings in 2021/22

Date	Agenda Items
12.02.21	<ul style="list-style-type: none"> • Performance Guide for Management Board • Management Board Guide for Staff • Youth Work Silver Quality Mark Application - update for Board from Sian Morgan, Universal Support Manager • Report outlining practice under covid 19 • Transfer of children from Police to Children's Services (PACE) local guidance presented to the Board • Maintaining good engagement between staff and Board discussion
30.04.21	<ul style="list-style-type: none"> • Annual Substance Misuse Report • Comparative analysis of Youth Justice Team caseloads 2019/20 and 2020/21 • Business Planning discussion • Welsh Government Promoting Positive Engagement Grant and Police and Crime Commissioner funding reports • Report tracking custody cases over last 5 years • 16-25 housing proposal overview from Stefan Smith - Head of Children's Services and Jonathon Morgan- Head of Homes and Safer Communities • Regional Safeguarding Board- Single unified Safeguarding Briefing by Kate Harrop, Community Safety Manager
15/6/21	<p>Performance Meeting:</p> <ul style="list-style-type: none"> • Presentation of YJT Performance Report and Youth Support Service Business Plan (including Promoting Positive Engagement funded projects and Police and Crime Commissioner funded prevention work data)
13.07.21	<ul style="list-style-type: none"> • Covid update and Youth Support Service update • Risk Management Policy draft presented with agreed timeline for sign off • Youth Justice Team Report to Carmarthenshire Local Operational Group (safeguarding) • Youth Justice Team Infographic for presentation to the Board
24.09.21	<ul style="list-style-type: none"> • Staff attended regarding achievement in attaining YJ effective Practice Certificate for highlighting to Management Board • Risk Management Plan sign off • YJB Serious Incidents Notification Procedure discussed at Board alongside Regional CSPPI Policy which sits under CYSUR (Regional Safeguarding Board) • Update on YOT/Probation Transitions Guidance • Prevention Cases Report • Performance and Finance discussion

	<ul style="list-style-type: none"> • National Standards Self-Assessment Action Plan update • Draft YJB YOT Governance and Leadership Guidance discussed • Personalised Approaches/Ensuring that the Board hears the voice of the child: 'My Plan' – created by and for children and young people involved with YJT • Restorative Justice Policy • Carmarthenshire YJT and Probation Service Transitions Guidance
24.11.21	<ul style="list-style-type: none"> • Voice of Child- young person attended the Board to discuss their experiences of CJS/ Youth Justice Team supervision • IOM refresh- Faith Roberts, Dyfed Powys Police • National Participation Standards and Youth Work Quality Mark- Sian Morgan Universal Youth Support Team Manager • Performance Reports (Promoting Positive Engagement and Report for Youth Panel) • Youth Panel Magistrates' Report on Court linked activity • Re-settlement Policy presented • Re-settlement and Re- integration Panel TOR presented • HMIP Inspection Guidance briefing for the Board
1/3/22	<ul style="list-style-type: none"> • Alison Perry/ Claire Bryant OPCC - Police and Crime Plan 2022/25 • Performance: Bureau and Serious Organised and Violent Crime data profile of Youth Justice cohort • YJB briefing on inspection/governance and leadership • YJT Infographic and Strategic Partnership Mapping diagram • Voice of the child- young person was involved in the recruitment of Youth Support Manager in Youth Support Service • Youth Justice Leadership Group- meetings summary and Risk Register • Finance discussion • Business Planning • Audits and QA – summary of schedule to be presented to Board at next meeting
23/3/22	<ul style="list-style-type: none"> • Management Board Development Session: Briefing on the HMI Probation 2021 Annual Report: Inspections of Youth Offending Services
4/5/22	<ul style="list-style-type: none"> • Introduction of newly appointed Youth Support Team Manager to the Board (10-18) • Care Experienced Children in the Youth Justice System discussion of local Police data analysis and next steps (Academic insights paper and newly launched Wales Protocol) • Voice of the Child- practice example discussion • Production of Youth Justice Plan – involving the Board in the writing of the plan
10/6/22	<ul style="list-style-type: none"> • Management Board Development Session- input from Mark Cox YJB Cymru

	<ul style="list-style-type: none"> • Consultation on KPIs • Performance report for the YJ Plan • YJB Serious Incidents notification: standard Operating Procedures • Justice for Wales Report
15/6/22	<ul style="list-style-type: none"> • Youth Justice Plan final draft to be agreed • Analysis of offences of violence committed by girls • Voice of the Child- 'Dyma Fi'/'This is Me' programme • Annual Substance Misuse Report • Child Centred Policing- presentation Ch Insp Chris Neve

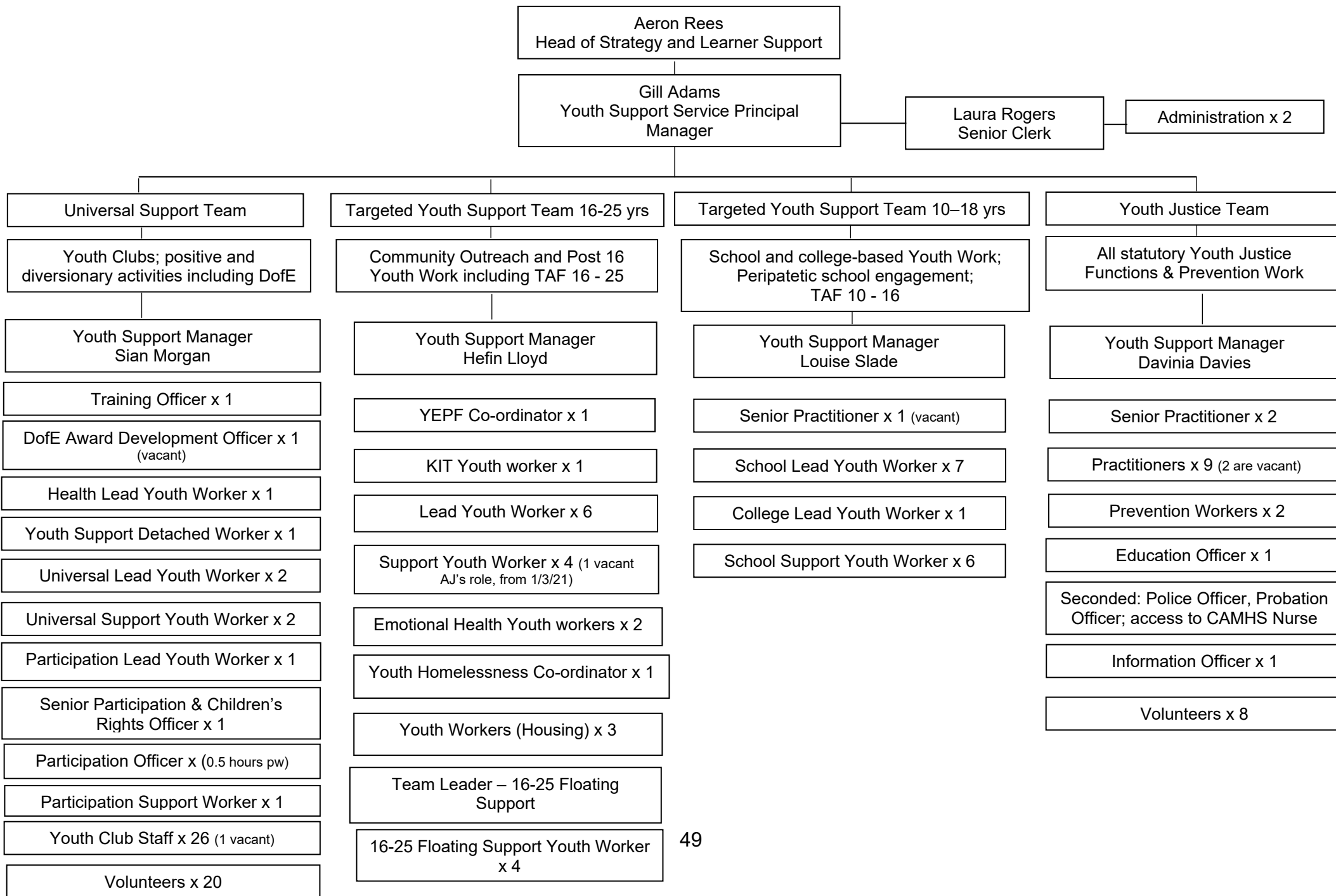
Appendix 2

Service Structure Charts

Tîm Hŷn AAP			Senior Team ECS		
					
Gareth Morgans Cyfarwyddwr / Director	Aneirin Thomas Pennaeth Addysg a Chynhwysiant Head of Education and Inclusion	Simon Davies Pennaeth Mynediad i Addysg Head of Access to Education	Elin Forsyth Pennaeth Effeithiolrwydd Ysgolion/ Prif YCY Head of School Effectiveness / Principal ESA	Jan Coles Pennaeth Plant a Theuluoedd Head of Children And Families	Aeron Rees Pennaeth Strategaeth a Chefnogaeth Dysgwyr Head of Strategy and Learner Support

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Youth Support Service Structure



Staff Profiles - Youth Justice Team

	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/trainees	Volunteer	Total
Permanent		1		1	1	10	1	3				17
Fixed term												
Outsourced												
Temporary (volunteers)											8	8
Vacant				1		1						2
Seconded Children's Services						1						1
Seconded Probation Officer				1								1
Seconded Police Officer						1						1
Seconded Health				1								1
Seconded Education												
Seconded Connexions												
Seconded Other												
TOTAL		1		1	4	13	1	3			8	31
Disabled (self-classified)												

Staff Profile by Role; Gender; Welsh Language Competence and Ethnicity

	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British		1		1	7	7		4					1	6	8	19
White Irish																
Other White																
White & Black Caribbean																
White & Black African																
White & Asian																
Other Mixed					1										1	
Indian																
Pakistani																
Bangladeshi																
Other Asian																
Caribbean																
African																
Other Black													1		1	
Chinese																
Any other ethnic group																
Not Known*																

TOTAL		1		1	8	7		4					2	6	10	19
Welsh Speakers		1		1	4	1							1	3	5	6

Appendix 3

Common Youth Justice Terms

ACE	Adverse childhood experience. Events in the child's life that can have negative, long-lasting impact on the child's health, and life choices
AIM 2 and 3	Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour
APB	Area Planning Board
ASB	Anti-social behaviour
AssetPlus	Assessment tool to be used for children who have been involved in offending behaviour
CAMHS	Child and adolescent mental health services
CCE	Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity
Children	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Child First	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion
Child looked-after	Child Looked After, where a child is looked after by the local authority
CME	Child Missing Education
Constructive resettlement	The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social
Contextual safeguarding	An approach to safeguarding children which considers the wider community and peer influences on a child's safety
Community resolution	Community resolution, an informal disposal, administered by the police, for low level offending where there has been an admission of guilt
EHCP	Education and health care plan, a plan outlining the education, health and social care needs of a child with additional needs
CYSUR	Children and Youth Safeguarding- Unifying the Region
Careers Wales	Welsh Government Body offering careers advice and guidance to children/young people
CPN	Community Psychiatric Nurse
CSP	Community Safety Partnership
DTO	Detention and Training Order
ECM	Enhanced Case Management
EHE	Electively home educated, children who are formally recorded as being educated at home and do not attend school
ETE	Education, training or employment

EOTAS	Education other than at school, children who receive their education away from a mainstream school setting
FACTS	Forensic Adolescent Consultant Service
FTE	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal)
HMIP	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services
HSB	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves
JAC	Junior Attendance Centre
KPI	Key Performance Indicator
LCJB	Local Criminal Justice Board
MAPPA	Multi Agency Public Protection Arrangements
MARAC	Multi agency Risk Assessment Conference
MFH	Missing from Home
NEET	Not in Education, Employment or Training
NRM	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them
OOCD	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court
Outcome 22/21	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending
Over-represented children	Appearing in higher numbers than the local or national average
RHI	Return home Interviews. These are interviews completed after a child has been reported missing
SLCN	Speech, Language and communication needs
STC	Secure training centre
SCH	Secure children's home
Young Adult	We define a young adult as someone who is 18 or over. For example, when a young adult is transferring to the adult probation service.
YJB	Youth Justice Board
YJS	Youth Justice Service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a child first approach
YOI	Young offender institution
YRO	Youth Rehabilitation Order