

Carmarthenshire Youth Justice Plan 2023 – 2024

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



<u>Contents</u>	Page Number
Introduction, vision and strategy	3 - 9
Child First	9 - 11
Voice of the child	11
Governance, leadership and partnership arrangements	12 - 13
<u>Board development</u>	13
<u>Progress on previous plan</u>	14 - 18
Resources and services	18 - 19
<u>Performance:</u>	20 - 43
<ul style="list-style-type: none"> • National Key Performance Indicators • Local Performance Data • Children from groups which are over-represented. • Prevention • Diversion • Education • Restorative approaches and victims • Serious violence and exploitation • Detention in police custody • Remands • Use of custody • Constructive Resettlement • Standards for children in the youth justice system 	
<u>Priorities</u>	43
<u>Workforce development</u>	44 - 45
<u>Evidence-based practice and Innovation</u>	45
<u>Evaluation</u>	45 - 46
<u>Service development</u>	46
<u>Challenges, risks and issues</u>	46 - 48
<u>Sign off, submission and approval</u>	48
Appendix 1: Full Board Membership; Record of Attendance at Management Board Meetings	49 - 50
Appendix 2: Service Structure Charts	51 - 53
Appendix 3: Common Youth Justice Terms	54 - 57

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 2023/24. This plan has been developed and agreed with youth justice partners and designed in line with the recently published *Youth Justice Plans: YJB Practice Guidance (March 2023)* and the *Youth Justice Blueprint*. It provides a review of our performance and developments over the last year, as well as creating an opportunity to plan for the forthcoming year. It sits alongside other key local partnership plans, such as: the Carmarthenshire Public Service Board Wellbeing Plan – *The Carmarthenshire We Want 2023-2028*; the *Dyfed-Powys Police and Crime Plan 2021-25*; the Local Criminal Justice Board Plan; and the Carmarthenshire Education and Children’s Services’ *10-year Departmental Strategy*.

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, by recognising their particular needs, capacities, rights and potential. All work is child-focused, is 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 to 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, by 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 both 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.

The Youth Support Service has achieved some very positive results in the last year; for example, in December 2022, the service was awarded the Gold Level Youth Work Quality Mark and the Service’s Participation and Engagement Officer won a Youth Work Excellence Award for the delivery of youth work through the Welsh Language. Furthermore, Dyfed Powys Youth Support Service Managers came runner up in the Dyfed Powys Police Annual Awards in the Police and Crime

Commissioner's Partnership Award category. A very successful youth justice volunteers' engagement event was held earlier this year which recognised their excellent work and provided an opportunity to update volunteers on youth justice developments.

The Management Board has met regularly – this has included additional Board briefing sessions in relation to themes emerging from His Majesty's Inspectorate of Probation (HMIP) inspection reports and inspection guidance. The Youth Justice Team produced a newsletter for Board Members in January 2023, and there have also been opportunities taken by Board Members to observe aspects of youth justice practice. Wendy Walters the County Council's Chief Executive has also attended to observe Bureau.

Attention has been given to a self-assessment against the HMIP YOT Inspection Framework, and emerging actions have been aligned with evidenced based research, HMIP YOT inspection outcomes and thematic reports to influence practice and identify areas for further development. An inspection of the Youth Justice Team was announced to take effect the week commencing 13/2/23; however, this was postponed by HM Inspectorate of Probation due to its inability to deliver its Welsh Language scheme as specified within the HMIP Inspection Guidance Manual. It is anticipated that the Youth Justice Team will be inspected at any point from September 2023 onwards.

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. 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 statutory 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 national Youth Court Issues Group, Hwb Doeth and the Youth Justice Blueprint Project Board. The Youth Support Service Principal Manager has been part of a Project Board for research into prevention, early intervention and diversion which culminated in a report being produced in February 2023: [Formal document \(yjresourcehub.uk\)](#). Complimenting this work, the Youth Justice Team is one of 3 YOTs in England and Wales piloting the new Asset assessment tool for pre-court diversion cases.

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.

On 31st January 2023, the Serious Violence Duty was brought into law as part of the Police, Crime, Sentencing and Courts Act 2022 (Chapter 1 of Part 2). The Duty is intended to ensure relevant services work together to share information and collaborate on interventions to prevent and reduce serious crimes within their local communities. Regional Youth Justice Services are included as 'duty holder' and are required to work collaboratively with key partners to: undertake an evidence-based analysis of the causes of serious violence in their area; develop a strategic needs assessment based on the analysis; and develop and implement a strategy with solutions to prevent and reduce serious violence in their area, which will need to be reviewed every year.

During the last year, the Youth Justice Team has been involved in joint working with Children's Services in relation to Unaccompanied Asylum Seekers who have come to the attention of the courts. This has required the development of specialist knowledge and skills to respond to the complex needs of such children, as well as accessing specialist services relating to translation, advocacy and specialist legal advice to ensure that children's rights are fully upheld.

The Youth Support Service Principal Manager has worked alongside corporate partners to secure £1.74 million of additional staffing and resources linked to the delivery of an Anchor Project under the UK Shared Prosperity Fund. This funding will be utilised to strengthen the service's offer of preventative and early intervention services to children, young people and young adults within the county.

It is also 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, quality assurance and audit activities, supervision and appraisal mechanisms also underpin practice. 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 related information on children supervised in a statutory capacity. 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.

Person Centred Planning has remained a strong focus for the team, and this has included the delivery of Enhanced Case Management, 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, advice and challenge. In the forthcoming year there will be a focus on delivering the new Youth Justice Board Key Performance Indicators (effective from April 2023), monitoring for disproportionality and maintaining low levels of First Time Entrants. The recently launched practice guidance in relation to reducing the numbers of Children Looked After and care experienced children and young people entering the criminal justice system across the region is a very positive step forward. The Service's use of social media platforms is being further developed to be able to reach a wider audience of children, young people and families. The 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.

The Youth Justice Team and other key staff have successfully relocated to the second floor of Tŷ Elwyn, Llanelli under 'Better Ways of Working'. A Service Development Day was held for all Youth Support Service staff in October 2022, and this was very well received by staff. A staff group was involved in the planning of the day and this consultative approach will be maintained in the planning of forthcoming Practice Development Days and Service Development Days.

The number of children diverted via Bureau locally has shown an increase over the last year, and referrals for prevention of offending work and anti-social behaviour interventions show that the demand for these services remains high. 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. 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 very good awareness of children at risk. Victim work and restorative approaches remain central to the work of the team and a regional Restorative Justice Project continues to be supported by the Police and Crime Commissioner for the 2022-2025 period.

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 to working with children and young people – 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 Strategy and Learner Support 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 Carmarthenshire Public Service Board Wellbeing Plan – *The Carmarthenshire we Want 2023-2028*: <https://www.thecarmarthenshirewewant.wales/media/x3fhtenc/well-being-plan.pdf>

Service delivery across the Public Service Board 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 upon people living in Wales, now and in the future.

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.

The 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.

Youth Support Service Priorities for 2023/2024:

- 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 Gâr 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 is 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 the delivery of all work with children and young people. This includes full consideration of 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

39.9% of the population of Carmarthenshire can speak Welsh (Census 2021). The county has the second highest number of Welsh speakers of all local authorities in Wales. Carmarthenshire remains the fourth highest in terms of the percentage of the population that can speak Welsh. We have a statutory obligation to provide Welsh medium services and we are also passionate about promoting the Welsh language and ensuring that all our residents can learn and use the Welsh language

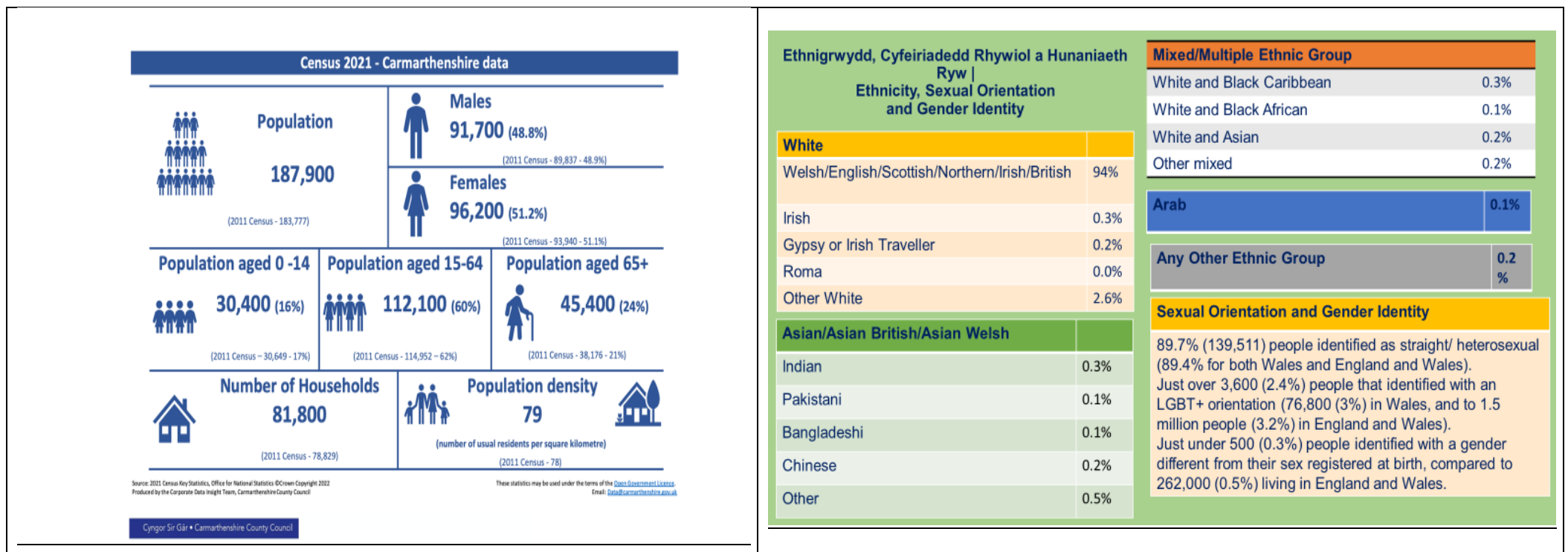
in every aspect of life. County Council employees are actively encouraged to access a wide range of opportunities to learn Welsh or to improve their Welsh language skills.

Delivery of Youth Justice Services in Carmarthenshire

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

Local context

Carmarthenshire is a diverse county, bounded by five neighbouring authorities. The county comprises of 3 main towns: Carmarthen, Llanelli and Ammanford. Although Llanelli is by far the largest town in the county, the county town remains Carmarthen, mainly due to its central location.



Other key data, as of 31st March 2023:

Number of Children Looked After = 190
Number of Children Looked After residing in county = 161
Number of Children Looked After residing out of County = 22
(These totals exclude 7 children placed for adoption)

Number of children on the Child Protection Register = 12
Number of Unaccompanied Asylum Seekers = 19 (11 under 18; 8 aged 18-21)

Child First

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 in Carmarthenshire has implemented these principles 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 when 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 court, 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). Gate keeping, quality assurance and audit processes 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, to make sure that the service can be as responsive as possible.

Case example 1: Case A received a court order for a serious offence. Some months prior to sentencing, the Youth Justice Team were involved in strategy meetings involving Children's Services, police, and specialist services to determine a robust multi-agency plan of work to support the child and to manage risks. A member of the Youth Support Service Universal Support Team supported the child prior to sentencing at court, by engaging them in constructive activities of their choice. Upon sentencing, joint case management between the social worker and the Youth Justice Team case manager was implemented with a robust person-centred plan. A specialist assessment (with a safety plan) and interventions were delivered in response to the offences and risk alongside excellent engagement with the child's foster carers.

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.

Example of delivery: The Youth Justice Team 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. Recently, children have been working on a project developed in collaboration with the Urdd Eisteddfod and the Office of the Police and Crime Commissioner. As part of their reparation work, children built three picnic benches for use on the Urdd Eisteddfod maes (field) at Llandovery in May 2023. The children were involved in each step of this project including measuring and cutting timber, building the benches and working with an artist to decorate the benches with artwork which reflected the culture, language and heritage of the county.

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 \(gov.wales\)](https://gov.wales/national-standards-guide.pdf))

The Youth Support Service has formulated a strategy to improve participation and engagement against the following priorities and an emerging action plan is being used to drive progress against key areas. The Youth Justice Team decided to focus on the 3 priorities below:

<u>Priority agreed by the Youth Justice Team</u>	<u>Progress</u>
<u>Information provision</u> <ul style="list-style-type: none"> • Produce new information leaflets for children/parents/carers/victims. • Develop information and content on YSS linked social media platforms. • Update the county council webpages with comprehensive information regarding youth justice provision. 	<p>The Youth Justice Team has designed new leaflets which explain several youth justice disposals in a child/reader friendly format. The leaflets are due to be published imminently. The YJT has continued to promote effective practice with children via the Youth Support Service social media platforms to recognise the excellent work of the team and the achievements of the children. The Youth Support Service is currently finalising the content of its webpages on the Council’s website so that it is more user friendly, and it reflects a vibrant and inclusive service for children, young people and their families/carers.</p>
<u>Feedback</u> <ul style="list-style-type: none"> • Improve methods of capturing feedback 	<p>We have improved some methods of capturing feedback on aspects of the team’s work with children; however, the next step is to consider the digitalisation of forms being used.</p>
<u>Addressing discrimination</u> <ul style="list-style-type: none"> • Support staff to have the skills and confidence to take a personalised approach in engaging with children. • Monitor quality of recording on Childview. 	<p>Staff from the Youth Justice Team have undertaken Unconscious Bias and Race Equity training in recent months; this allowed for shared learning and valuable professional discussions. Quality Assurance processes will be used to evidence good practice and embed learning. Team meetings are used to discuss anti-discriminatory practice and to support staff in their approaches. In these meetings, staff are encouraged to share examples of bespoke interventions and how to engage with children who have a range of complexities and needs.</p>

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 to ensure that the best outcomes for the child and victims are fully considered. There have been opportunities for Management Board Members to observe Bureau during the last year, and such opportunities to observe practice will continue to be offered to partners and stakeholders.

The Youth Justice Team is one of 3 YOTs piloting the new assessment tool for Out of Court Disposals. Additionally, partnership working with the Police has allowed for a pilot to commence regarding targeted use of Outcome 22 (from end of May 2023). This proposal emerged from analysis of the First Time Entrant levels in the county and the pilot will seek to further reduce the number of children entering the justice system.

Example - Use of Outcome 22: Case C was referred to Bureau for a Common Assault against a family member. During assessment with the child and family, it was determined that the parents felt that despite calling the police, they did not want the child to be criminalised due to their actions; however, the parents believed that there should be learning about the consequences of the child's behaviour. Having considered the assessment and parental views, Bureau panellists decided to issue an Outcome 22 as a way of dealing appropriately with the case.

The Principal Manager of the Youth Support Service has been involved with The Police and Crime Commissioner's Youth Forum induction day in 2022 and has been invited to speak at the Youth Forum's end of year conference - 'Y Sgwrs' in July this year.

Voice 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.

'**Make Your Mark**', which gives all children/young people aged 11-18 in the UK the chance to have a say on the biggest issues facing young people, will not be taking place nationally this year. However, Carmarthenshire Youth Council has decided to proceed with its own Carmarthenshire '**Our Voice, Our Role, Our Future**' vote. This will involve all Secondary School Councils and all young people in the county having the opportunity to vote on the priority issues. It is hoped that the priority issues will be identified by December 2023 / January 2024. Also, planning is taking place with Youth Council members to arrange and deliver a Children's Rights Conference in the Autumn 2023 celebrating the 20th Anniversary of Carmarthenshire Youth Council.

Carmarthenshire Youth Justice Team is committed to work with the child, family and other agencies so that the best outcomes for the child can be achieved. The voice of the child is central in this work, and creative interventions are delivered by case managers to enhance the child's engagement and participation. Children are encouraged to provide feedback at key stages of their involvement with the Youth Justice Team. Feedback gained from the Out of Court Disposal process and from Referral Order Panels is conducted by the YSS Participation Officer, who is independent of the YJT. The feedback is collated, and quarterly reports are provided to highlight the views of children and their parents. The Youth Justice Team regularly shares feedback with Departmental Team Managers and with the Youth Justice Management Board via case study information and letters/emails from parents/carers.

<p><u>Feedback from Child:</u></p> <p><i>'My worker asked me from the start what help I needed. Nobody has ever wanted to know before. It made me feel better.'</i></p>	<p><u>Feedback from Parent:</u></p> <p><i>'I felt totally involved in the work. My child finds it really hard to engage with adults. The staff member's interpersonal skills are excellent, she made my child feel comfortable and able to talk. I wish to say a big thank you to the staff member.'</i></p>
---	--

Governance, leadership and partnership arrangements

The Youth Support Service – overseen by the Head of Strategy and Learner Support – 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, and is presented at the Local Authority's Education and Children's Scrutiny Committee and at the Health and Social Care Scrutiny Committee. It is formally submitted to the Youth Justice Board for England and Wales as a statutory requirement.

The local governance of Carmarthenshire Youth Justice Team is the responsibility of the Local Management Board where all the statutory partners – Children's Services, Education, Police, Probation and Health – are represented. 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 and schedule of attendance at Management Board Meetings is included in Appendix 1.

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. As a result, a Well-being Plan has been published – *The Carmarthenshire we Want 2023-2028* – which sets 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 and the 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.

On 31st January 2023, the Serious Violence Duty was brought into law as part of the Police, Crime, Sentencing and Courts Act 2022 (Chapter 1 of Part 2). The Duty is intended to ensure relevant services work together to share information and collaborate on interventions to prevent and reduce serious crimes within their local communities. Regional Youth Justice Services are included as 'duty holder' who will be required to work collaboratively with key partners to: undertake an

evidence-based analysis of the causes of serious violence in their area; develop a strategic needs assessment based on the analysis; and develop and implement a strategy with solutions to prevent and reduce serious violence in their area, which will need to be reviewed every year.

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 of 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 National Court Users Group and the Youth Justice Blueprint Project Board.

Board development

During the year, Management Board Members as well as the County Council Chief Executive Officer, Wendy Walters, have attended to observe practice; this is something that will be continued on a rolling basis. During the year, the Management Board Terms of Reference and Induction Pack has been updated to reflect YJB Youth Justice Service Leadership and Guidance (Dec 2021). Management Board briefings were held in January and February 2023 to promote further understanding of the HMI Probation Inspection Framework and included a focus on the role of the Board in the oversight of the Youth Justice Team.

In consultation with the Board, it has been agreed that a Board Development workshop will be delivered during the summer period (2023), assisted by Youth Justice Board (Cymru). The Board will address the following questions in its development workshop:

- Does the YJS have a clear vision for the service and how it can deliver a high-quality, personalised and responsive service to all children?
- Are the outcomes described in the standards for children in the youth justice system being achieved?
- Are there any gaps in knowledge about the YJS, how it operates and the needs of the children with whom it is working?
- How can the YJS partnership arrangements actively support effective service delivery? Are there any problems which need to be addressed?
- Are there any resource issues which may impact on service delivery?
- How can your individual role (as a Management Board Member) be developed to enhance the effectiveness of the Board? What training and support do you need?
- How satisfied are you that the YJS can demonstrate that it works effectively to support desistance and positive outcomes for children?
- Do you understand the characteristics of children coming into the local justice system, and any disparity in groups from the local population?

- Have any HMIP inspection findings, including thematic inspections, been addressed?

A biannual newsletter will continue to be produced by the Youth Justice Team to inform the Board, and Management Board Meeting agenda and papers are shared with the Youth Justice Team. Staff from the Youth Justice Team and from across the Youth Support Service are invited to attend the Board to present their work and to share their achievements.

Progress on previous plan

A detailed summary of performance against the 2022/23 plan is included from pages 20 – 43. In the last year, attention has been given to self-assessment against HMIP Inspection Guidance, HMIP published thematic reports, briefings and so forth. An action plan is included below – this will be a ‘working document’ and it will evolve over time; it will be reviewed and monitored by the Youth Justice Leadership Team and the Management Board.

Self-assessment action plan 2022/24

Domain 1 - Organisational Delivery	What we need to do	Timescale	Progress
Governance and Leadership The governance and leadership of the YOT supports and promotes the delivery of a high-quality, personalised and responsive service for all children.	1. Ensure that the YJT Priorities outlined in the YSS Participation and Engagement Strategy are worked through and delivered.	End of Oct 2023	Ongoing
	2. Staff to regularly attend Management Board meetings on a themed basis and for them to also receive recognition for their achievements.	Throughout 2023/24	On track
	3. Arrange for Jake Morgan (Chair of Management Board) to meet with Youth Justice Team in New Year 2023	Jan 2023	Completed
	4. Management Board to contribute to the development of the PowerPoint for HMIP and consider the role of the Management Board; strengths, weaknesses and challenges etc.	By end of Sept 2023	In progress
	5. Youth Justice Leadership Meetings to feed into Management Board (including Youth Justice risk register)	Throughout 2023/24	Ongoing
	6. Update Education Protocol and present to Board	End of July '23	Protocol to be listed for Board Meeting Agenda
	7. Develop Newsletter for the Management Board	End Jan '23 and end July' 23	Completed/ongoing
	8. Further develop YSS website to include comprehensive YJT information	During 2023/24	On track

To ensure that YOT governance and leadership continues to effectively communicate the vision and strategy of the YOT to staff and stakeholders.	9. The Management Board Induction process is used each time a new member joins the Management Board	2023/24	Ongoing
	10. Promote opportunities for contact between Management Board and staff	2023/24	Ongoing
To consider the finding from the Joint Inspection of Education, Training and Employment Services in Youth Offending Teams in England and Wales (June 2022)	11. To refresh the Education Policy for the Youth Justice Team in consultation with the Management Board	2020/23	Completed; needs sign off by the Board
	12. To hold an education, training and employment themed Management Board Meeting.	September 2022	Completed
Disproportionality	13. Develop a Disproportionality Policy for the Youth Justice Team	2023	Completed; needs sign off by the Board
	14. Ensure recruitment of a diverse staff group (including volunteers) who are confident in being able to understand the needs of children from diverse background	2023/24	Ongoing
Staff Staff within the YOT are empowered to deliver a high-quality, personalised and responsive service for all children.	15. Include Equalities and Diversity with staff supervision discussion agenda	End Dec 2022	Completed
	16. Gather feedback from staff about supervision and appraisal effectiveness	End June 2023	Ongoing
	17. Training Plan development group to report back to YSS Managers' Meeting	Biannual report to YSS Management Team	Ongoing
	18. The Youth Support Service staff induction programme to be regularly reviewed and implemented	2023/24	Ongoing
	19. Promote staff participation and engagement in various task and finish groups	2023/24	Ongoing
Partnership and Services A Comprehensive range of high-quality services is in place, enabling personalised and responsive provision for all children.	20. Raise Speech and Language Speech services for children at risk of/who have offended with the Management Board	April 2023	Completed
	21. ETE issues to be flagged to Principal Managers so that any concerns can be escalated through strategic groups and via senior leadership	2023/24	Ongoing
Information and Facilities Timely and relevant information is available and appropriate facilities are in place to support a high-quality, personalised and responsive approach for all children.	22. Continue to review and update Policy Schedule detailing all relevant policies	By end Dec 2022	Completed
	23. See point 13 (above)		
Domain 2 - Court Disposals	Comments	Timescale	Progress

<p>Assessment 'Assessment' includes all assessment activity, not just the preparation of a written assessment. We expect to see assessment that is proportionate to the nature of the child's offending, circumstances and the type of sentence. We look for evidence from a range of sources, including case records and the interview with the case manager. We judge the quality of the assessment process in its entirety. In cases where the child has received a custodial sentence, we expect the YOT to meet all our standards for assessment during the custodial and post-release phases of the sentence.</p>	<p>24. Review medical form as part of the wider assessment paperwork</p> <p>25. Quality Assurance tool needs to ensure that the voice of the social worker, parent and child is evidenced in the assessment</p> <p>26. Specific Sentence Report template to be reviewed as well as the Pre-Sentence Report and Referral Order Report templates</p> <p>27. Need to have an ongoing Quality Assurance audit on Safety and Wellbeing section of AssetPlus</p> <p>28. To pilot the new ASSET assessment for Out of Court Disposals</p> <p>29. PSR and Referral Order QA to be reviewed by Jan 2023</p>	<p>End of July 2023</p> <p>End Sept 2023</p> <p>Oct 2023</p> <p>End May 2023</p> <p>From Jan 2023</p> <p>End 2022/beginning 2023</p>	<p>On track</p> <p>On track</p> <p>SSR completed. Referral Order</p> <p>Completed</p> <p>Staff have received training and are now piloting</p> <p>Quality Assurance Tool is under review</p>
	<p>30. Ensure good assessment of Safety and Wellbeing and Risk of Harm by carrying out an audit of cases which will interrogate if vulnerable children are being appropriately assessed in terms of Risk of Harm</p>	<p>Oct 2022</p>	<p>Completed</p>
<p>Planning 'Planning' includes all planning activity, not just the preparation of a written plan. We expect to see planning that is proportionate to the nature of the child's offending, circumstances and the type of sentence. We look for evidence from a range sources, including case records and the interview with the case manager. We judge the quality of the planning process in its entirety. In referral order cases, the contract with the panel sets out what should be achieved, but we expect to see more detailed planning from YOT about how this will be done.</p>	<p>31. Develop an audit and Quality Assurance schedule for the year to include planning considerations</p>	<p>End June 2023</p>	<p>Completed</p>

<p>In cases where the child has received a custodial sentence, we expect the YOT to meet all our standards for planning during the custodial and post-release phases of the sentence.</p>			
<p>Implementation & Delivery In cases where the child has received a custodial sentence, we expect the YOT to take all reasonable steps to ensure appropriate services are delivered to the child during the custodial part of the sentence.</p>	<p>All previously agreed actions have been completed in 2021/22</p>		
<p>Reviewing Reviewing is an ongoing process, recognising and responding to any changes in the child's circumstances. Written reviews may form part of the reviewing process. In cases where the child has received a custodial sentence, we expect the YOT to meet all our standards for reviewing during the custodial and post-release phases of the sentence.</p>	<p>32. Quality Assurance of case reviews needs to be looking for positive messages conveyed to child/families and any changes in key areas needs to be recorded and discussed and the plan adjusted accordingly.</p> <p>33. Dealing with changing circumstances and Risk Management Plan (ASSETPlus) – event to be held</p> <p>34. To include review of desistance in key review documents e.g. Referral Order, Breach report, AssetPlus, Specific Sentence Report</p>	<p>End of June 2023</p> <p>End Feb 2023</p> <p>End Sept 2023</p>	<p>Completed</p> <p>Completed</p> <p>Ongoing</p>
<p>Domain 3 – Out of Court Disposals</p>	<p>Comments</p>		
<p>Assessment 'Assessment' includes all assessment activity, not just the preparation of a written assessment. We expect to see assessment that is proportionate to the nature of the child's circumstances and the type of out-of-court disposal used. It is reasonable for assessment to be less detailed in a first disposal, such as a community resolution, than in post-court sentence. We do not require the use of any specific assessment tool or document in out-</p>	<p>All previously agreed actions have been completed in 2021/22</p>		

of-court disposal cases. We judge the quality of the assessment process in its entirety.			
Assessment	35. Ensure good assessment of Safety and Wellbeing and Risk of Harm by carrying out an audit of cases which will interrogate if vulnerable children are being appropriately assessed in terms of Risk of Harm	End July	Completed
Planning 'Planning' includes all planning activity, not just the preparation of a written plan. We expect to see planning that is proportionate to the nature of the child's circumstances and the type of out-of-court disposal used. It is reasonable for planning to be less detailed in a first disposal, such as a community resolution, than in post-court sentence. We do not require the use of any specific planning document in out-of-court disposal cases. We judge the quality of the planning process in its entirety.	All previously agreed actions have been completed in 2021/22		
Implementation & Delivery Does service delivery support the child's desistance?	All previously agreed actions have been completed in 2021/22		
Out-of-court disposal and provision There is high-quality, evidence-based out-of-court disposal service in place that promotes diversion and supports sustainable desistance	All previously agreed actions have been completed in 2021/22		
Resettlement policy and provision There is a high-quality, evidence-based resettlement service for children leaving custody	All previously agreed actions have been completed in 2021/22		
Joint Working Are the YOT's recommendations sufficiently well informed, analytical and personalised to the child, supporting joint decision making?	All previously agreed actions have been completed in 2021/22		

Resources and services

Based on current calculations, the Youth Justice Team budget is showing an increase of 20% for 2023/24 which is very positive. The Youth Justice Board is yet to confirm its grant allocation to the Youth Justice Team for the forthcoming year and has advised using last year's grant allocation for the purpose of this plan. 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 in this plan.

Additional funding sources have been accessed during 2022/23; this includes Safer Streets Funding as part of partnership bid submitted by the Office of the Police and Crime Commissioner. This funding contributes to targeting neighbourhood crime, Violence against Women and Girls and Anti-Social Behaviour. The Youth Justice Team has used this funding to maintain a prevention/anti-social behaviour role within the team. Additionally, all Youth Offending Teams in England and Wales were given a Turnaround funding allocation from the Ministry of Justice to assist in the delivery of early intervention services for children on the cusp of offending. From 1/4/23, the UK Shared Prosperity Fund will contribute to several additional posts across the Youth Support Service; this will fund an additional prevention of offending worker and access to speech and language therapy for the Youth Justice Team. It should be noted that the UK Shared Prosperity Fund runs until 31/3/25 (with operational delivery ceasing on 31/12/24); there has been no announcement as to whether this funding will be extended further. Safer Streets funding ends on 31/3/24 and Turnaround funding ends on 31/3/25.

FUNDING BODY	FINAL BUDGET 2022/23	FINAL BUDGET 2022/23	COMMENTS
Probation Service	£5,000	£5,000	
Youth Justice (YOT) Grant	£245,925	£245,925	Estimated amount; grant to be confirmed
WG Promoting Positive Engagement Grant	£201,168	£201,168	
Police & Crime Commissioner	£35,000	£35,000	
Safer Streets	£20,100	£50,938	Commenced Oct20 22; full year in 22/23; ending March 2024
Turnaround	£30,306	£62,009	Started Dec 2022; full year in 22/23; ending in March 2025
Local Authority – Youth Justice Core Budget	£388,302	£426,826	
Shared Prosperity		£80,882	New Project; operational delivery ending in December 2024
TOTAL	£925,801	£1,107,748	20% increase in funding due to Shared Prosperity Fund and full year of Safer Streets and Turnaround grants

Grants are formally reported against either on a quarterly or half yearly basis – 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 2023/24. 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 3 days per week. The Youth Justice Team accesses a CAMHS Nurse and CAMHS practitioners for advice, referral and training input. The team also has a full-time seconded Police Officer.

In the forthcoming year, careful budgetary planning will be critical, particularly in the context of short-term grant funding as well as any potential efficiencies from core funding that the Youth Support Service may be asked to identify going forward.

Performance Report 2022/23

This report has been designed to give a robust and comprehensive overview of the work/outcomes of the Youth Justice Team during the last year. The YJB Performance Oversight Board monitors the performance of each YOT, and any performance concerns are raised with YOT Managers to determine remedial actions.

National Key Performance Indicators for 2022/23

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

- Re-offending
- First Time Entrants
- Custody

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

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

Re-offending

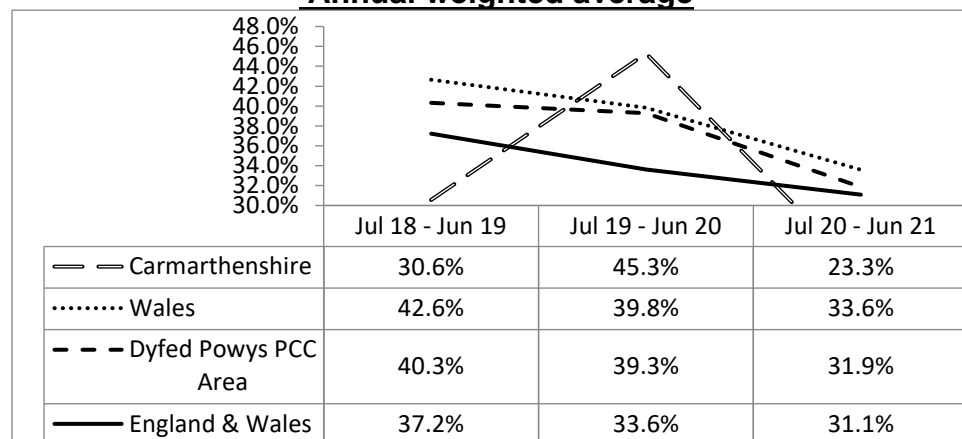
The data for this indicator comes from the Police National Computer and is published by the Ministry of Justice (MoJ). The cohort consists of all young people who received a pre-court or court disposal or who were released from custody within a 12-month period. The YOT has an overarching target to reduce 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). Children/young people are tracked beyond their 18th birthday and beyond their range of YOT involvement.

It is important to note that Youth Offending Teams are not able to check YJB sourced data against local data. However, the Youth Justice Team routinely uses the YJB live 're-offending tracker' to monitor and analyse re-offending within the Carmarthenshire cohort.

Reoffending rate (Reoffenders / Number in cohort):
Annual weighted average



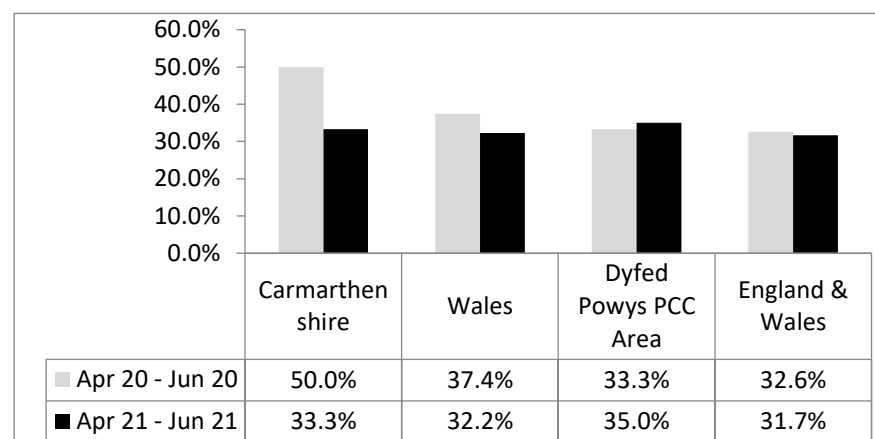
The above graph shows that Carmarthenshire rates have fluctuated in the period shown. This is due to the cohort of children entering the system being small but having a range of complex needs with associated re-offending risks.

In terms of re-offences of children, the table below shows fluctuation, with the Carmarthenshire re-offences figure for 2020/21 being the same as Dyfed Powys, but considerably lower than the weighted average for Wales, and England and Wales.

Re-offences/Reoffenders (Annual weighted average)

Area	Jul 18 - Jun 19	July 19 – June 20	July 20 – Jun 21
Carmarthenshire	1.4	1.96	0.81
Wales	1.7	1.44	1.06
Dyfed Powys	1.24	1.29	0.81
England and Wales	1.42	1.22	1.13

Quarterly cohort - year on year comparison



The data for 2020/21 (above) shows that Carmarthenshire falls well below the figures for Wales, Dyfed Powys and England and Wales. However, this figure can fluctuate due to cohort size.

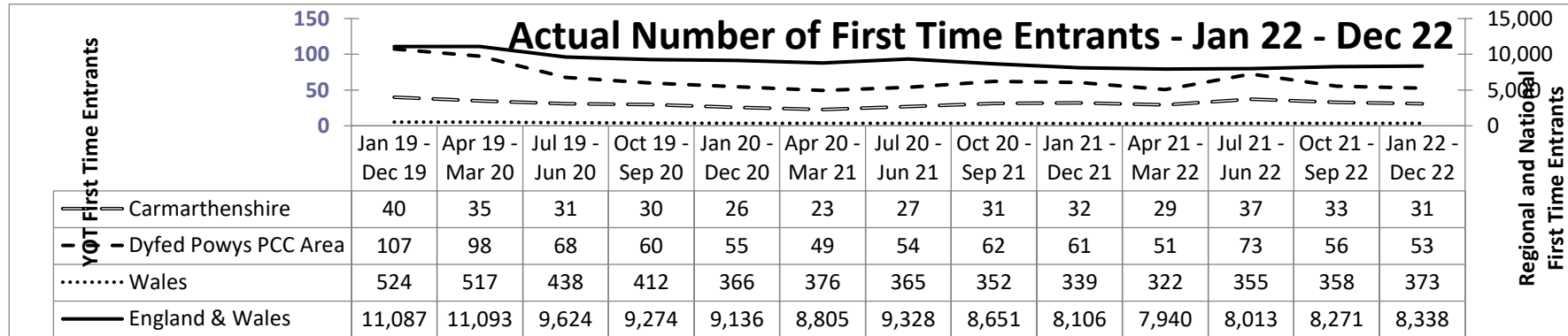
Tracking Re-offending

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.

Information emerging from the meetings assists in identifying any patterns or trends, as well as need. It also informs supervision, quality assurance and case management.

First Time Entrants

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.



To further reduce the level of FTEs, the Youth Justice Team and the Police will work in partnership from (end May 2023) to implement the wider use of pre-court diversion outcomes. This builds on existing diversionary practice but would also include consideration of the use of No Further Action – Outcome 22. This is an outcome that can be used when diversionary, educational or intervention activity has taken place or been offered, and it is not in the public interest to take any further action. An admission of guilt or acceptance of responsibility is not required for this outcome to be used.

The Youth Support Service Principal Manager represents YOT Managers Cymru at the Understanding racial disparity within the Criminal Justice Systems Steering Group, which links the Youth Justice Blueprint and Women’s Blueprint with the Criminal Justice in Wales Anti-Racism work.

Custody (see also Re-settlement Planning)

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. When children do go to custody it can have a damaging effect on their lives, by disrupting education and straining family relationships. Children in custody are likely to be amongst the most complex and vulnerable children in society and their needs must be recognised and understood. In Carmarthenshire, custody numbers have been maintained at a low level over several years:

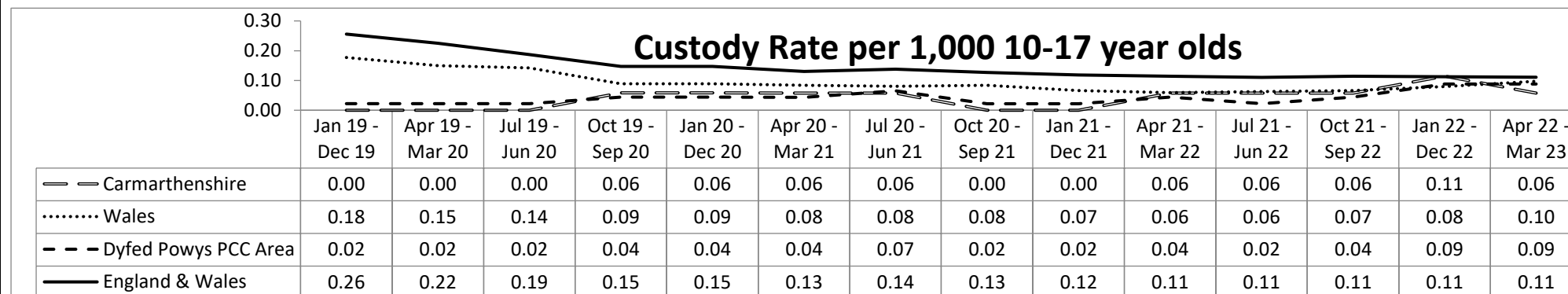
1/4/18 - 31/3/19	1/4/19 - 31/3/20	1/4/20 - 31/3/21	1/4/21 - 31/3/22	1/4/22 - 31/3/23
1 child	0 children	1 child	1 child	1 child

The table above shows that during the period, 1 child was 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. Twice yearly meetings including data reporting (sample report embedded below) to take place with HMCTS and the Youth Panel Magistrates for Carmarthenshire, and feedback from the Youth Panel Magistrates regarding the services provided by the team is very positive. Youth Panel Magistrates are invited to come and observe areas of practice, and this has provided learning opportunities and generated valuable discussion.



Magistrates Report
for June 2023 (AutoR)

In July 2023, the Ministry of Justice will commence an 18-month pilot for Youth Rehabilitation Orders with Integrated Supervision and Surveillance which will involve all Welsh YOTs and some YOTs in England. The policy context for this pilot is to seek to divert children from custody where possible, using robust community sentences.



Re-settlement Planning

Since April 2016, the Local Management Board has provided arrangements for the provision of a Re-integration and Re-settlement Panel, and all children/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. 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.

In relation to the child made subject to a custodial sentence in the period, regular case discussions were held by the Re-settlement and Re-integration Panel and, as the child's release date was drawing closer, the Head of Housing, Head of Children's Services and Youth Support Service Principal Manager met with key staff to determine the most suitable accommodation from a range of possible options in accordance with the child's needs, wellbeing and potential risks. Operational staff also worked together to agree on an integrated programme of intervention and engagement which complimented oversight by Children's Services as well as the supervision of Detention and Training Order licence conditions.

During the forthcoming year, arrangements for re-settlement will be looked at in conjunction with YJB Cymru oversight support to ensure that the Youth Justice Team explores learning from practice across YOTs in Wales.

For those children made subject to a remand or sentenced to custody it is critical to have robust planning, including work across the partnership for these children to have a good understanding of their needs. An analysis of the 3 children remanded during the period is included in the Local Performance Reporting section (pages 31 - 43).

4 Key Performance Indicators submitted to the Youth Justice Board during April 22 and March 2023

Of note: During Quarter 4, (January – March 2023) the Youth Justice Team did not submit any KPI data, as no statutory interventions closed in that period.

Education, Employment & Training

This data is a count of the number of relevant disposals (Referral Orders, Youth Rehabilitation Orders and Detention and Training Orders) closing in the period, and the 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 YJT 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.

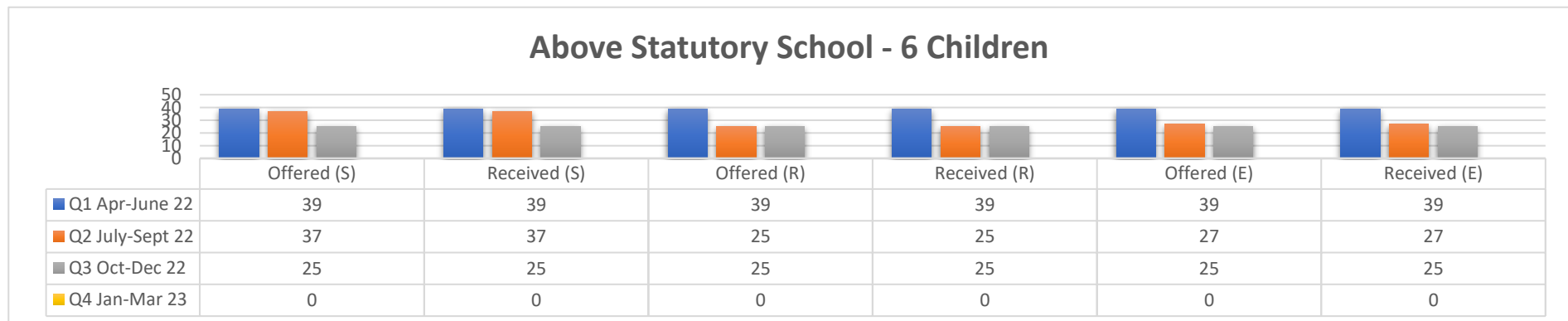
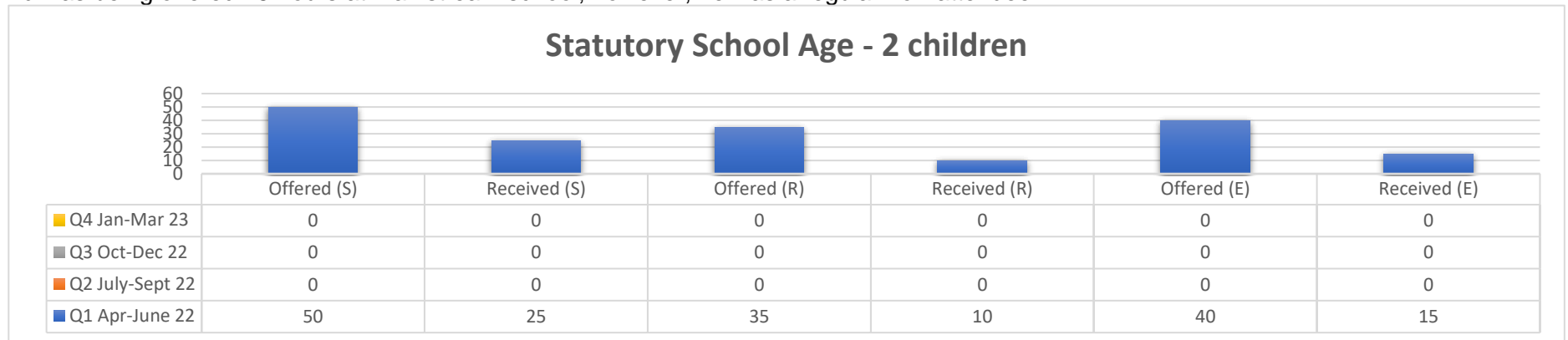
In the last year, the Youth Justice Team's Education Officer has established tracking systems to check and monitor the progress of children. There is good liaison with the Youth Engagement and Progression Co-coordinator, schools, colleges, Careers Wales and work based learning and training providers. 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, individual cases are escalated through senior management structures within the wider department to present and address 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.

Example of practice: Child X received a Youth Conditional Caution for offences which occurred at school. The child was excluded as a result and was not in education for a period of approximately 4 months. The Youth Justice Team case manager worked with key education and safeguarding professionals (school, health, education and Children's Services staff) to draw up a robust safety plan to ensure that the child could commence attendance at another school. Arrangements were made for the child to receive 1:1 support at school, and the Youth Justice Team used specialist assessment combined with a therapeutic

approach under the clinical supervision of a Specialist Clinical Psychologist to deliver a bespoke intervention. Regular meetings were held between key professionals to review the safety plan and assess progress, and the safety plan was adjusted in line with any presenting concerns. There were extensive discussions with the child's parents regarding setting boundaries as part of safety planning and the consequences of any further incidents was carefully explained to the child. Partnership working in this way enabled the child to continue to receive education in mainstream school, and the school felt supported by this approach.

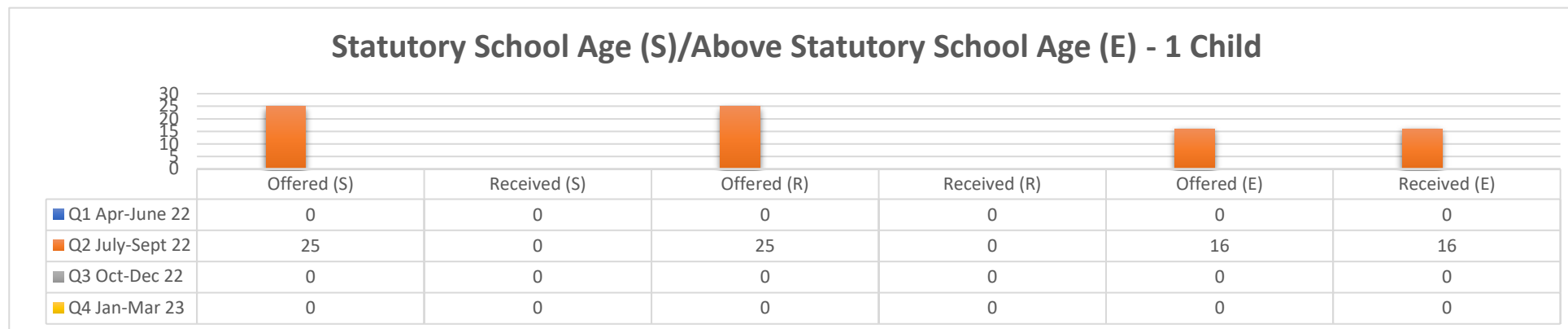
2 Statutory School Age children during the period:

- 1 child was being offered 4 hours at commencement; this increased to 10 by the end of the intervention. The child remained on roll at mainstream school; however, received an exclusion and was given home tuition.
- 1 child was being offered 25 hours at mainstream school; however, he was a regular non-attende.



For those above Statutory School Age (6):

- 3 children were receiving their full time entitled hours: 1 was attending a National Traineeship (full-time); 1 was employed on a 39-hour working week; and 1 was attending college.
- 3 children were NEET throughout their interventions: 1 child produced a medical note deeming him unfit for work for a period of 6 months; and 2 children failed to engage with any ETE provision, despite many attempts by the Youth Justice Team to engage them in education, training and employment options.



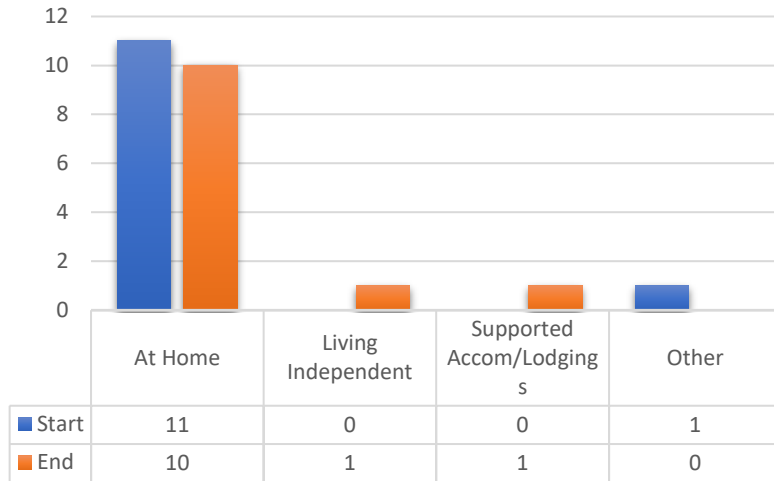
1 child was of statutory school age at the start of the intervention and was above statutory school age by the end. He was being offered 25 hours at both the start and review of his intervention but did not attend; by the end of the intervention, he had secured a place at college on a carpentry course.

Accommodation

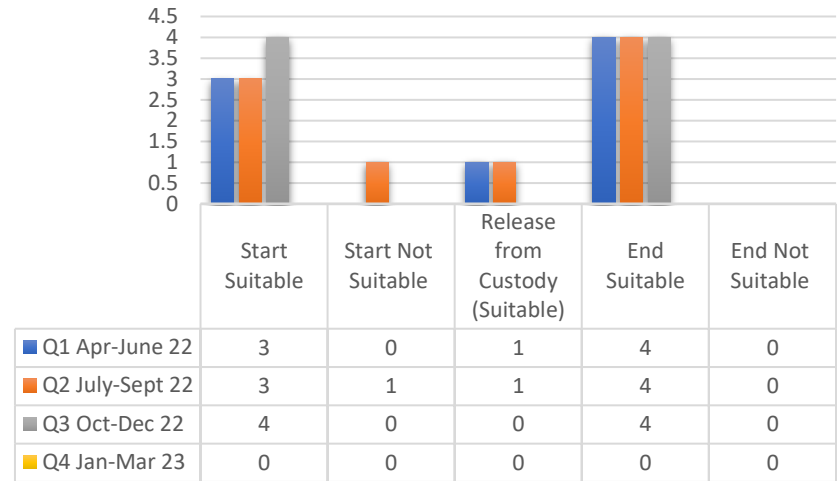
This measures the percentage point change in the proportion of children with suitable accommodation. For community sentences, the measure compares accommodation suitability at end of order with suitability at commencement of order. It also looks at suitability upon release from custody compared with immediately prior to commencement. 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.

92% of the above cohort were in suitable accommodation at the start and end of their interventions. During the period July-Sept, 1 child was remanded into custody and was later given a Detention and Training Order. Custody is always viewed as an unsuitable option under this measure.

Accommodation Type - April 22 - March 23



Accommodation Suitability - Quarter by Quarter



Substance Misuse

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

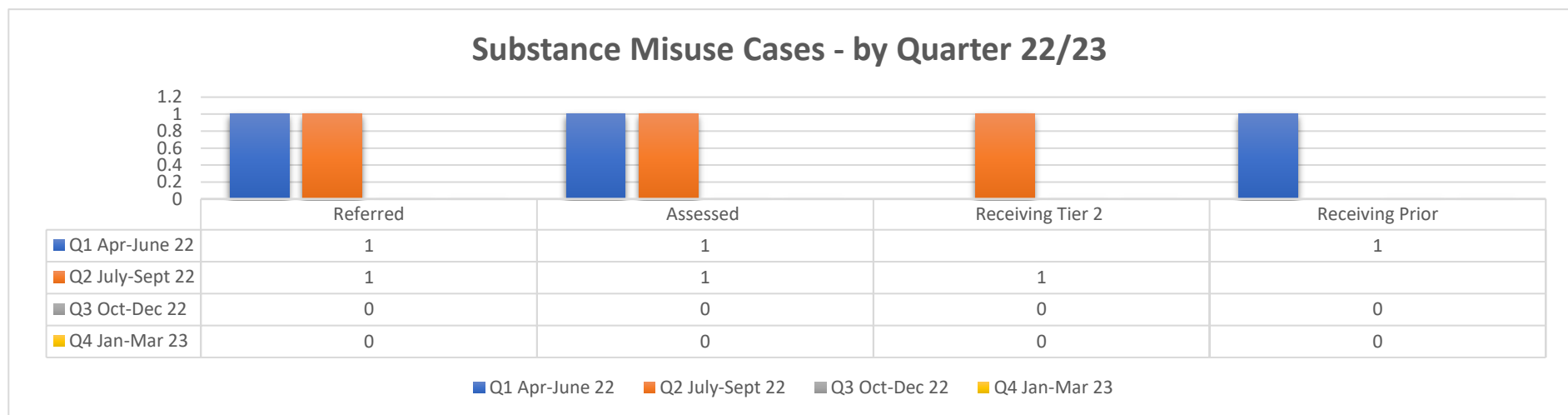
Tier 1	Brief intervention, information, and advice (universal)	Tier 3	Community/Specialist intervention
Tier 2	Targeted Intervention	Tier 4	Drug Specialist Inpatient Treatment and Residential Rehabilitation

During the period 2022/23, 1 child identified as requiring a substance misuse service and was already receiving a Tier 2 work with the case manager and therefore no further referral was submitted. 2 children were referred into the service: both were assessed, with one receiving a Tier 2 intervention and the other receiving a Tier 1 intervention. A detailed report on the Youth Support Service Substance Misuse Service is outlined in the report embedded below.



subs misuse report
2022 to 23.docx

Example of Practice: Child Y had moved to Carmarthenshire from a neighbouring county. She was referred for an Out of Court Disposal for low level substance misuse offence. The child had no family or friendship support networks in Carmarthenshire; her partner was serving a custodial sentence. The child was keen to make positive changes in her lifestyle and she was referred to a Youth Support Service Youth Worker. Joint working with the Youth Justice Team substance misuse worker helped support the child. Support included harm reduction and brief intervention on substance misuse, followed by structured relapse prevention work. Appropriate referrals were also made to emotional and mental health services, as well as obtaining a gym pass to help the child to build positive structure and routine into her life.



Mental Health

The measure 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.

Within the measure, the Youth Justice Team 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. During the reporting period, no referrals were made to CAMHS on the statutory closed interventions. The reasons are listed below:

- One child had previously received a service with CAMHS and had received an assessment; the child's presentation was deemed to be more behavioural based.
- One child had direct work linked to emotional health and wellbeing carried out by the case manager.
- One referral was not accepted by CAMHS – (it was judged that the child did not appear to have any mental health need requiring any therapeutic intervention at that time).
- One child refused to talk about their mental health with professionals.
- One child received a Tier 1 substance misuse intervention.
- One child was unwilling to be referred to CAMHS.
- One young person who had attained 18 years did not consent to any referral into adult mental health/wellbeing services.

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. 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 the Youth Justice Team was involved in Harmful Sexual Behaviour work delivery, as follows:

- Youth Rehabilitation Order cases x 2
- Prevention of Offending cases x 3
- Bureau case x 1

New key performance indicators from April 2023: (Link- [new key performance indicators](#))

YOTs in England and Wales will report on new YJB Key Performance Indicators from April 2023, with the first submission due in August 2023.

A period of consultation with the Ministry of Justice took place in 2022/23 relation to the formulation of the new indicators. The new indicators will have greater implications for YOTs in England than in Wales, this is because Welsh YOTs have been reporting against 7 indicators for many years, whilst English YOTs have reported against just 3. Nevertheless, the level of reporting on a quarterly basis will increase considerably for all YOTs. There have been Youth Justice Team briefings held to go through each indicator with staff. The Management Board has also been briefed accordingly.

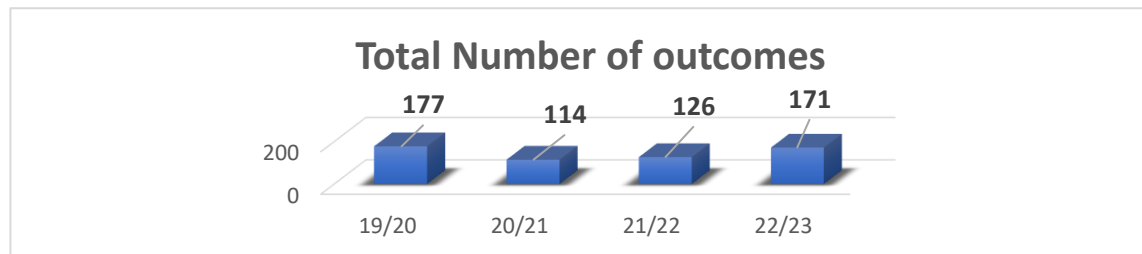
The YJB has delayed reporting against the first quarter until August 2023 to allow time for YOTs to adapt practice. It is worth noting that CACI (the company that provides the management information system, Childview) does not plan to start rolling out the upgrade for Childview reporting functionality until the end of July/beginning of August. Each YOT in England and Wales will have to be scheduled in for upgrade and potentially there could be delays. Any associated risks will be evaluated by YOTs/the Management Board and any emerging issues will be escalated to the YJB as deemed appropriate.

Indicator	Description	Current position; any unforeseen risks/ challenges and actions
KPI 1 - Accommodation	% children in the community and being released from custody with suitable accommodation arrangements	This is indicator has been applicable to Welsh YOTs for many years, so there is no significant issue regarding understanding /reporting on the measure is anticipated
KPI 2 - Education, training and employment (ETE)	% children in the community and being released from custody attending a suitable ETE arrangement	As above
KPI 3 - Special educational needs or disability (SEND)/Additional Learning Needs (ALN)	% children who have an identified SEND need (or ALN in Wales), are in suitable ETE and have a formal learning plan in place for the current academic year	This is a new indicator – no issues anticipated
KPI 4 - Mental healthcare and emotional wellbeing	% children in the community and being released from custody with a screened, or, identified need for an intervention to improve mental health or emotional wellbeing; and of that the percentage of planned/offered interventions; of that percentage of children attending interventions	This is indicator has been applicable to Welsh YOTs for many years, so there is no significant issue regarding understanding /reporting on the measure is anticipated
KPI 5 - Substance misuse	% children with a screened or identified need for specialist treatment intervention to address substance misuse; and of that the percentage of children with planned or	As above

	offered intervention/treatment; and of that the percentage number of children attending intervention/treatment	
KPI 6 – Out-of-court disposals	% out-of-court disposal interventions that are completed/not completed	This is a new indicator – no issues anticipated
KPI 7 - Management Board attendance	Monitoring senior partner representation at management boards, and monitoring if partners contribute data from their individual services that identify areas of racial and ethnic disproportionality	As above
KPI 8 - Wider services	% children who are currently on either an Early Help (EH) plan; on a child protection (CP) plan or classified as Child in need (CiN) or have looked-after status. For Wales only, children who are classified as Children in Need of Care and Support	As above
KPI 9 - Serious violence	The rates of children convicted for a serious violent offence on the YJS caseload	As above
KPI 10 - Victims	% victims who consent to be contacted by the YJS, and of those, the percentage of victims who are engaged with about restorative justice opportunities, asked their view prior to out-of-court disposal decision-making and planning for statutory court orders, provided information about the progress of the child's case (when requested) and provided with information on appropriate services that support victims (when requested)	As above
First time entrants; reoffending binary rate and frequency rate; number of children in custody	Existing measures	n/a

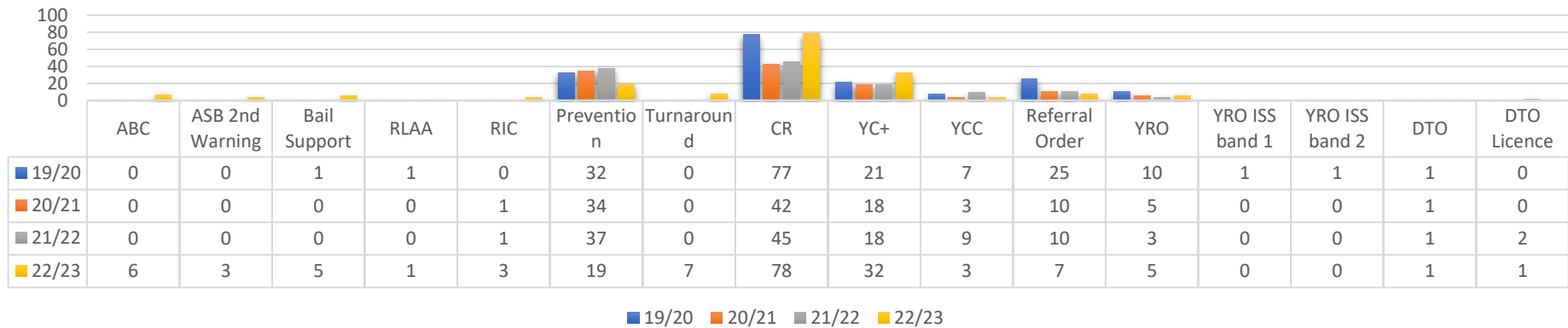
Local Performance Report:

This section provides an analysis of the total cohort that the Youth Justice Team commenced engagement with during the period.



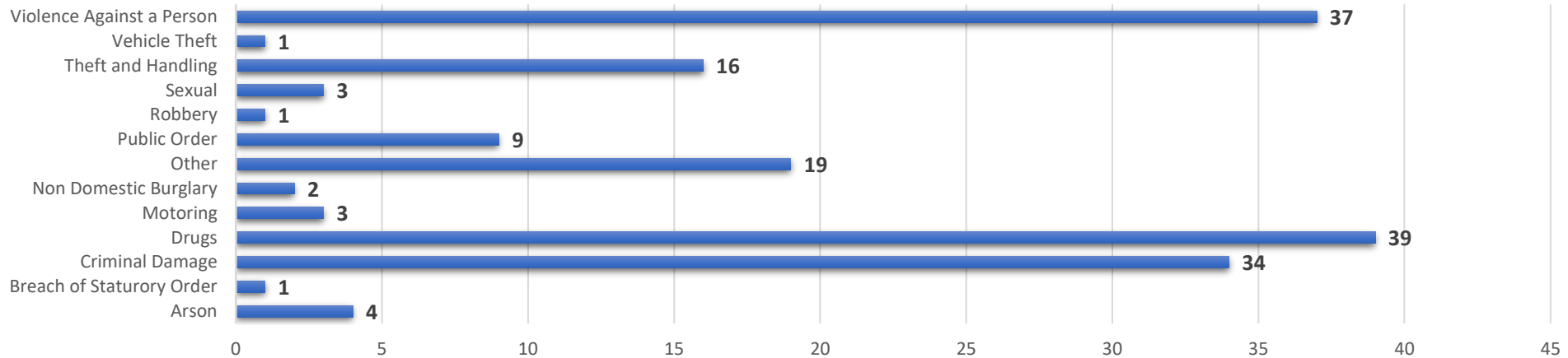
The following data is based on 116 children who commenced 143 interventions (from prevention through to custody) in the period. This cohort includes cases that commenced in the period, some of which are still active.

Comparative Data over a 4 year period; 19/20; 20/21; 21/22; 22/23



Key: ABC – Anti-Social Behaviour Contract; ASB – Anti-Social Behaviour; RLAA – Remand to Local Authority Accommodation; RIC – Remand in Custody; CR – Community Resolution; YC+ – Youth Caution+; YCC – Youth Conditional Caution; YRO – Youth Rehabilitation Order; ISS – Intensive Supervision Surveillance; DTO – Detention & Training Order.

Profile of Offence Types linked to support and supervision offered (169 offences)



78% of the caseload (90 children) were male; 22% (26 children) were female. 45% (52 children) of the caseload were aged between 14 years - 16 years; 31% (36 children) were aged 11 - 13 years; 20% (23 children) were aged 17 - 18 years; 3% (5 children) were aged between 11 - 13 years.

Further analysis of above 'top 4' offence classification

<p><u>22% of the offences were Violence Against a Person:</u></p> <table border="0"> <tr> <td>Assault A B H</td> <td>9</td> </tr> <tr> <td>Assault a constable in the execution of his / her duty</td> <td>4</td> </tr> <tr> <td>Common Assault</td> <td>18</td> </tr> <tr> <td>Common assault of an emergency worker</td> <td>2</td> </tr> <tr> <td>Wound / inflict grievous bodily harm without intent</td> <td>1</td> </tr> <tr> <td>*Violent Disorder</td> <td>3</td> </tr> </table> <p>3 children were charged with Violent Disorder, 2 of whom had their offences withdrawn and 1 who was sentenced as an adult having turned 18 years.</p>	Assault A B H	9	Assault a constable in the execution of his / her duty	4	Common Assault	18	Common assault of an emergency worker	2	Wound / inflict grievous bodily harm without intent	1	*Violent Disorder	3	<p><u>19 % of the offences relate to Criminal Damage:</u></p> <table border="0"> <tr> <td>Criminal Damage</td> <td>33</td> </tr> <tr> <td>Attempt Criminal Damage</td> <td>1</td> </tr> </table> <p><u>Breakdown of types of criminal damage:</u></p> <table border="0"> <tr> <td>Damage to windows/doors</td> <td>6</td> </tr> <tr> <td>Damage to steps/walls/street signs/lampposts</td> <td>8</td> </tr> <tr> <td>Damage to Perspex covers</td> <td>3</td> </tr> <tr> <td>Damage to school property</td> <td>1</td> </tr> <tr> <td>Damage to CCTV cameras</td> <td>3</td> </tr> <tr> <td>Damage to cricket square materials</td> <td>1</td> </tr> <tr> <td>Damage by throwing chairs</td> <td>1</td> </tr> <tr> <td>Damage to motor vehicles</td> <td>10</td> </tr> <tr> <td>Attempt criminal damage to a vehicle</td> <td>1</td> </tr> </table>	Criminal Damage	33	Attempt Criminal Damage	1	Damage to windows/doors	6	Damage to steps/walls/street signs/lampposts	8	Damage to Perspex covers	3	Damage to school property	1	Damage to CCTV cameras	3	Damage to cricket square materials	1	Damage by throwing chairs	1	Damage to motor vehicles	10	Attempt criminal damage to a vehicle	1
Assault A B H	9																																		
Assault a constable in the execution of his / her duty	4																																		
Common Assault	18																																		
Common assault of an emergency worker	2																																		
Wound / inflict grievous bodily harm without intent	1																																		
*Violent Disorder	3																																		
Criminal Damage	33																																		
Attempt Criminal Damage	1																																		
Damage to windows/doors	6																																		
Damage to steps/walls/street signs/lampposts	8																																		
Damage to Perspex covers	3																																		
Damage to school property	1																																		
Damage to CCTV cameras	3																																		
Damage to cricket square materials	1																																		
Damage by throwing chairs	1																																		
Damage to motor vehicles	10																																		
Attempt criminal damage to a vehicle	1																																		
<p><u>23% of the offences relate to Drugs:</u></p> <table border="0"> <tr> <td>*Concerned in supply of cocaine</td> <td>1</td> </tr> <tr> <td>*Concerned in the supply ketamine</td> <td>1</td> </tr> <tr> <td>*Concerned in the supply of ecstasy</td> <td>1</td> </tr> <tr> <td>Possess a controlled drug of Class B - cannabis</td> <td>33</td> </tr> <tr> <td>*Possess with intent to supply a controlled drug of Class A - crack cocaine</td> <td>1</td> </tr> <tr> <td>*Possess with intent to supply a controlled drug of class A - Heroin</td> <td>1</td> </tr> <tr> <td>Concerned in making of an offer to supply to another a controlled drug of Class B - cannabis</td> <td>1</td> </tr> </table> <p>*The offences relating to the first 3 'supply' offences (cocaine, ketamine, ecstasy) relate to a child who was being supervised on a bail support package; the offences occurred out of county. The child received a conclusive NRM decision and charges were withdrawn by Crown Prosecution Service. The Crack Cocaine and Heroin offences relate to a child who transferred from another area and was being 'care taken' by</p>	*Concerned in supply of cocaine	1	*Concerned in the supply ketamine	1	*Concerned in the supply of ecstasy	1	Possess a controlled drug of Class B - cannabis	33	*Possess with intent to supply a controlled drug of Class A - crack cocaine	1	*Possess with intent to supply a controlled drug of class A - Heroin	1	Concerned in making of an offer to supply to another a controlled drug of Class B - cannabis	1	<p><u>'Other' offences include offences such as:</u></p> <ul style="list-style-type: none"> Possession of Lock Knife Possession of knife/bladed article on school premises Obstruct/resist a constable in execution of duty Killing a Schedule 1 wild bird Possess an offensive weapon in a public place Send communication / article of an indecent / offensive nature. Send letter / communication / article conveying a threatening message. Persistently make use of public communication network to cause annoyance / inconvenience /anxiety. 																				
*Concerned in supply of cocaine	1																																		
*Concerned in the supply ketamine	1																																		
*Concerned in the supply of ecstasy	1																																		
Possess a controlled drug of Class B - cannabis	33																																		
*Possess with intent to supply a controlled drug of Class A - crack cocaine	1																																		
*Possess with intent to supply a controlled drug of class A - Heroin	1																																		
Concerned in making of an offer to supply to another a controlled drug of Class B - cannabis	1																																		

Carmarthenshire. He then moved out of county and committed the offences alluded to. A conclusive NRM decision was made, and charges were withdrawn.

Fail to surrender to police / court bail at the appointed time

Anti-social Behaviour

Due to increases in Anti-Social Behaviour Contracts issued by the police in the last year (6), these will be included as part of our local measures henceforth. Similarly, 2nd Warning letters for Anti-social Behaviour (3) are being recorded where the children concerned have been engaged in an intervention with the Youth Justice Team.

The graph of the cohort shows an increase in Bail Support Programmes in the period; such packages can sometimes require intensive levels of contact by the Youth Justice Team. However, they can be used effectively to avoid the need for measures such as a remand into custody.

Remands into Custody

During the year, 3 children were remanded into custody: 2 of the children were not previously known to the Youth Justice Team and the third child had only been known a matter of weeks and was living in a Children's Services placement out of county at the time of his remand. The offences related to the children were:

- Child 1: Violent Disorder, Possession of an Offensive Weapon in a Public Place.
- Child 2: Attempted Robbery; Assault Occasioning Actual Bodily Harm.
- Child 3: Concerned in making of an Offer to Supply to another a Controlled Drug of Class B – Cannabis.

Child 1 was remanded (alongside a large group of adult co-defendants) but was bailed on an Intensive Bail Support Package after a week.

Child 2 was 'looked after' (Carmarthenshire) at the time of remand and had been living at a specialist placement (located out of county). He was remanded at Saturday Court at Swansea, having committed further offences whilst subject to a Referral Order. At the time of the remand the court was informed that suitable accommodation in the community could not be located for the child (as he had flouted the terms and conditions set by the provider and jeopardised his placement). The court was also concerned about the fact that he had committed a spate of serious offences within a short time. The child went on to receive a Detention and Training Order, and whilst on licence he committed a further Robbery (having attained 18 years of age) and was recently sentenced to a lengthy adult custodial sentence.

Child 3 was previously unknown to any services and was produced at the Saturday Court at Swansea following his arrest. At that point, there was no suitable accommodation available, and he was remanded into custody. A week later he was re-remanded; at this stage there was no accommodation available. The Police had made a referral via the National Referral Mechanism (Modern Slavery) at point of arrest, and this was fully accepted by the Home Office and his alleged offence was discontinued 3 months later. The child was received into a local authority placement in county after an 8-week remand period.

Disproportionality and remand cases

The ethnicity classifications of the 3 children referred to above were: *Traveller of Irish Heritage*; *Black – African*; and *Other Asian*.

Clearly, this evidences disproportionality in comparison with the rest of the cohort that the Youth Justice Team dealt with in the period. There are complexities and particular individual circumstances relating to each case. These matters have been discussed at the Management Board and other stakeholder meetings. As a result, one child's case is being examined further as an action emerging out of the Management Board.

The team works very closely with parents (where appropriate), Children's Services and the secure estate to ensure that children have their needs met in line with 'looked after' status. In the last year, key staff were required to develop specialist knowledge in relation to the needs of the children and this led, for example, to age assessment training being completed.

It is pertinent to note that HMIP is currently undertaking a thematic inspection in relation to use of remand, and fieldwork is being undertaken, at 11 YOTs in England. HMIP are not visiting any YOTs in Wales because of the small numbers of children remanded in youth detention from Wales. However, several YOTs, including Carmarthenshire, have been invited to take part in a focus group in July 2023. Emerging findings from fieldwork point to very similar themes that have emerged in Carmarthenshire, and this suggests that these issues present barriers experienced across several YOT areas. The thematic inspection report is due to be published in Autumn 2023. The Youth Justice Team and Management Board will consider emerging good practice, barriers identified, as well as recommendations made.

Feedback from another YJT Manager in relation to support from Carmarthenshire Youth Justice Team at Court:

'As you're probably aware, we had a very difficult day (and evening) yesterday trying to manage a child with very complex issues who had been remanded to our LA from court. I would like to say how grateful we are to your staff member for her invaluable support yesterday, and our YOS staff cannot speak highly enough of her. It really is appreciated given the circumstances. I'm aware also that this isn't the first time that we have been grateful for her support, so thank you.'

Prevention of Offending Work

The Youth Justice Team has a well-established prevention of offending offer. The team is represented on all local Anti-Social Behaviour Problem Solving Groups and local and regional ASB Steering Groups within the county. The team accepts referrals from the Neighbourhood Policing Teams for children who have been persistently involved in ASB. Referrals are also received from a range of sources, such as Children's Services, police/CPS, schools, social workers, medical practitioners and Team Around the Family in relation to children who are deemed to be at risk of becoming involved in offending. This work is supported by Safer Streets funding and Promoting Positive Engagement Funding (which sits under WG Children and Communities Grant).

During the period, 19 children commenced a prevention intervention with the Youth Justice Team. The number of children offered a prevention intervention in the period is considerably reduced from previous years due to carrying a vacancy within the prevention staffing allocation due to budgetary challenges, as well as sickness absence. This has left 1 prevention worker in place, and work has been allocated to the wider Youth Justice Team when possible. At times, a prevention referral waiting lists has been operated which is monitored and agencies referring children into the team are updated accordingly. Referrals are prioritised according to level of risk and need. Preparations are in hand to seek to recruit 2 additional prevention workers in forthcoming weeks. This will be under funding which runs through to 31/12/23. Below are reports provided to Welsh Government covering the period: the data refers to closed cases within the time period.



Prevention Report for
Plan Apr-Sept 22.docx



Prevention Report for
Plan Oct-Mar 23.docx

Pre-court Diversion

Diversion via Bureau arrangements (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.



Bureau Report for
Plan Oct - Mar 23.doc



Bureau Report for
Plan April - Sept 22.doc

Early intervention and diversion cases (Turnaround cases, Community Resolutions and Youth Cautions) are showing a substantial increase compared with 2021/22 and 2020/21. This suggests a return to pre-covid levels; however, statutory community interventions (Referral Order and Youth Rehabilitation Orders remain at a low level compared with 2019/20 levels, and Detention and Training Orders remain constant at 1 case). As referred to elsewhere in this report, a pilot to consider Outcome 22 for appropriate cases has commenced in partnership with the police, and it is hoped that this will reduce First Time Entrants by introducing another early intervention measure before a child is required to attend Bureau.

Voluntary Interventions

During this reporting period the Youth Justice Team supervised 5 children on a voluntary basis (2 girls and 3 boys). Examples of voluntary interventions:

- 16-year-old child: additional support given around emotional health and motivation to desist from offending. There was liaison with the YSS 16-25 Youth Support Team for early transition for youth work support due to her being at risk of being NEET once leaving school.
- 15-year-old child: work on an Out of Court Disposal had been completed; however, there was an outstanding offence, and it was agreed to work with the child on a voluntary basis to allow ongoing support by the case manager pending the court hearing.

Profile of the children worked with in 2022- 2023

Children Looked After: As at 31/3/23, there were 190 Children Looked After in Carmarthenshire. Between 1/4/22 and 31/3/23, 143 youth justice/prevention interventions were delivered to 116 children. Of these children, 9 (6 boys and 3 girls) were CLA (7.7% of the cohort supervised).

3 (1 girl and 2 boys) of the 9 children were being supervised by Carmarthenshire Youth Justice Team on behalf of other Local Authorities: namely, Swansea and Cwm Taf (2 children). 1 child (resident in Carmarthenshire) became looked after upon being remanded into custody.

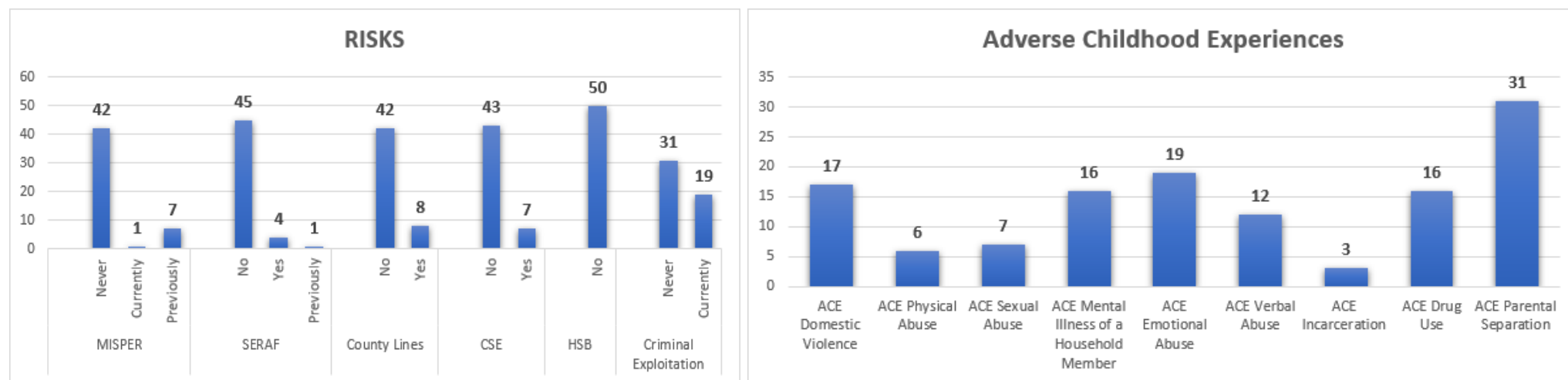
Ethnicity of Children Looked After: Of the 6 Carmarthenshire children, 2 were White British and 4 children (67%) were Black African; White and Black African (2 children); Asian.

Re-offending of Children Looked After: 2 Children Looked After re-offended in the period:

- 1 child, who was on a Community Order, went on to commit other offences and was remanded into custody and subsequently received a Detention and Training Order.
- 1 child on a prevention intervention went on to receive a Youth Caution. This child was looked after by another Local Authority.

Safeguarding and vulnerability characteristics of the cohort

During 1st June 2022 and 31st May 2023, there were 56 **substantive** outcomes on 50 children – 6 children received 2 outcomes during the reporting period. The following graph shows the risks AND Adverse Childhood Experiences associated with the children.



Key: MISPER- Missing Person Report; SERAF- Sexual Exploitation Risk Assessment Framework completed; CSE- Child Sexual Exploitation risk identified; HSB- Harmful Sexual Behaviour

Children from groups which are over-represented

Research and thematic Inspections (HMIP thematic report) show that children from a range of backgrounds are over-represented in the youth justice system across England and Wales. Indeed, the 3 remand cases already alluded to have been highlighted in terms of disproportionality.

The Youth Justice Team analyses data that identifies all children from over-represented groups and considers what services have been delivered for these children. 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. It is fully acknowledged that girls have a specific set of needs and, therefore, the 'Dyma Fi/This is me' programme has been developed to engage girls in their plan of work. There will also be continued analysis of their patterns of offending via the Re-offending Tracker as well as local data gathering. Below shows the percentage breakdown in relation to ethnicity of the cohort.

White British	80%	White and Black African	2%
White Welsh	8%		
White European	2%	Other Mixed Background	1%
White Other	1%	Other Asian	1%
Traveller of Irish Heritage	2%	Any Other Mixed Background	1%
Filipino	1%	Black - African	1%

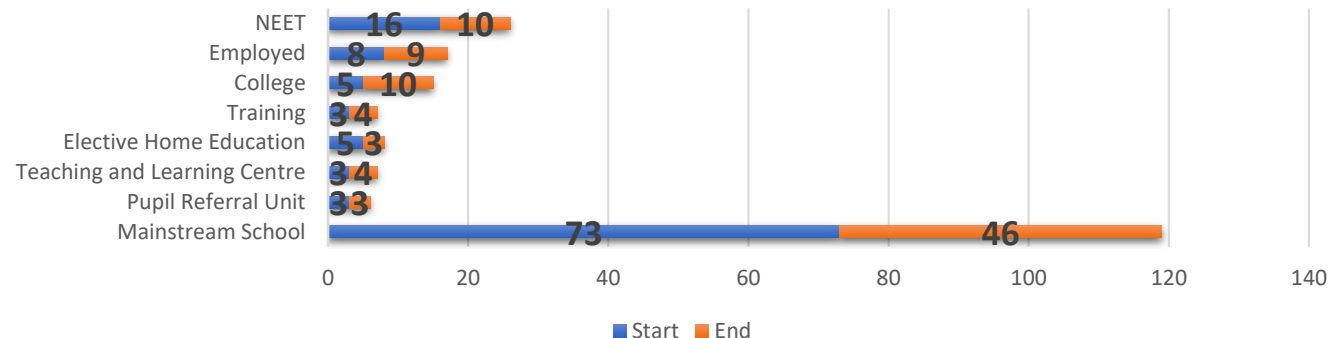
Ethnicity Classification across the 116 cases



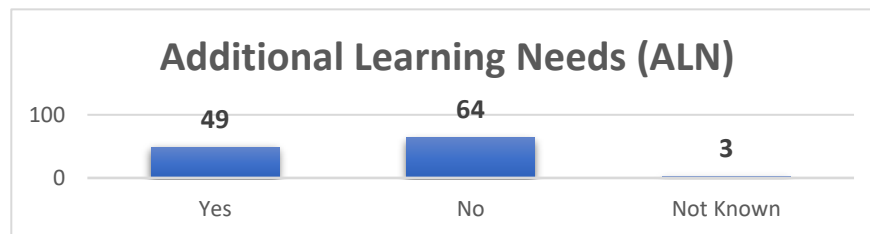
Education

The Youth Justice Team Education Officer's role involves screening all children who come into the Youth Justice Team. There is good collaboration with the Engagement and Progression Co-ordinator in line with the Welsh Government Youth Engagement and Progression Framework, as well as schools, colleges and other training and learning providers.

Profile of ETE of ALL Children Commencing an Intervention during April 2022 and March 2023



116 children commenced interventions during the period. 28 children were still active at the time of completing this report and are not included in the end ETE totals; 1 child was attending college and working on a part time basis and is therefore included in both areas of the above graph. 4% of the cohort were Elective Home Educated. 62% of the cohort were attending mainstream school.



42% of the children were identified as having additional learning needs. 2% of the cases' needs (3 children), were unknown. These children were of the travelling community and had very limited secondary schooling, they were also above school age when they started being supervised on a Bail Support Programme. 55% of the cases did not have any additional learning needs. 45% of the children received either fixed term exclusions or permanent exclusions.

Restorative approaches and victims

Restorative approaches empower victims and give them a voice in the criminal justice process, helping them to move on with their lives. Victims are considered when planning for their safety and there is also consideration of the child's past experience of being a victim and any potential future concern. Restorative approaches can also help children move forwards and draw a line under past events. The Youth Justice Team ensures 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. The Police and Crime Commissioner contributes to a regional Restorative Justice Project – see report embedded below:



Dyfed Powys Youth
Offending Teams Reg

Welsh Government also contributes to the delivery of this work via the Promoting Positive Engagement Grant – see report embedded below:



RJ report for Plan Apr 22 - Sept 22.docx RJ report for Plan Oct
- Mar 23.docx

Practice example: This example relates to reparation work as part of an intervention plan for children who had killed a wild bird. The incident had been witnessed by members of the public and had caused distress. The case manager wanted to work creatively with these children and the intervention needed to include careful consideration of cultural beliefs whilst promoting learning using therapeutic approaches. It was important to engage the parents in supporting this approach so that they did not feel a sense of labelling and judgement.

Group work was completed around peer influences, educating the children on the Wildlife Act through discussion with a Rural Crimes Police Officer, and a visit was arranged to a bird sanctuary at the National Botanic Gardens of Wales. All 3 children engaged exceptionally well with the intervention plan. Feedback from the children and their parents was positive. No ongoing risks of harm were identified in terms of a similar incident occurring and, in re-assessing the risk of harm and risk of re-offending at the end of the intervention, a judgement was made to reduce this to low level risk.

Serious violence and exploitation (refer also to [Home Office Serious Violence Duty](#))

On 31st January 2023, the Serious Violence Duty was brought into law as part of the Police, Crime, Sentencing and Courts Act 2022 (Chapter 1 of Part 2). The Duty is intended to ensure relevant services work together to share information and collaborate on interventions to prevent and reduce serious crimes within their local communities. Youth Justice Services are included as ‘duty holder’ and are required to work collaboratively with key partners to: undertake an evidence-based analysis of the causes of serious violence in their area; develop a strategic needs assessment based on the analysis; and develop and implement a strategy with solutions to prevent and reduce serious violence in their area, which will need to be reviewed every year.

The Youth Justice Team acknowledges the strong link between the exploitation of children via county lines and gang related activity and the association between the supply of drugs and serious violence in communities. As a result of these criminal activities 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.

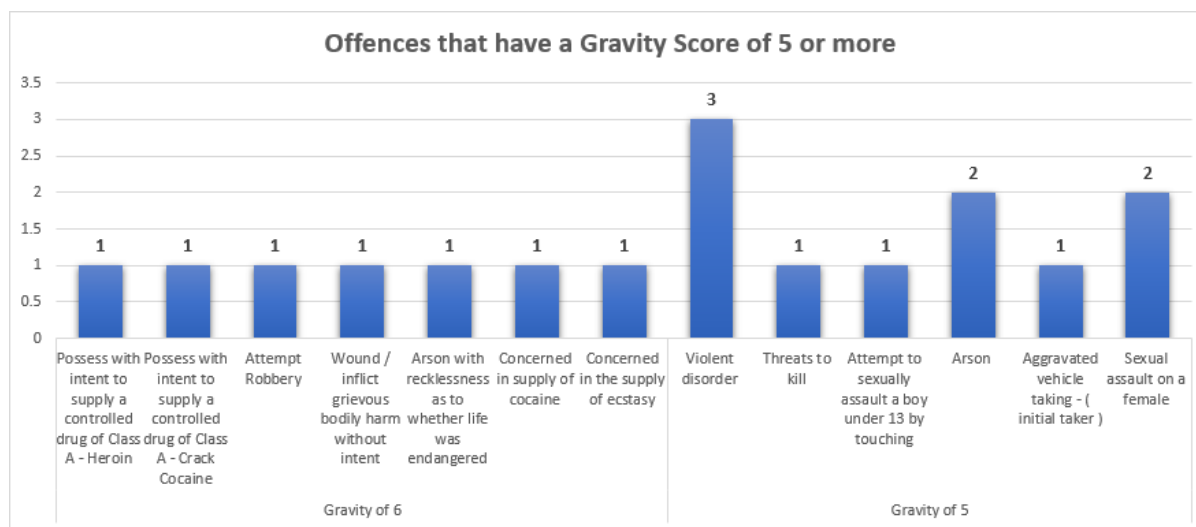
The Youth Justice Team closely monitors for violence against the person offences (which encompasses homicide and weapon offences), robbery and drugs offences which have a gravity score of 5 and above through data analysis and use of the YJB serious Violence Tool.

The team reports on relevant serious incidents in line with the YJB Serious incidents notification: standard operating procedures for youth justice services in England and Wales (2022). In addition to this, regional YOTs work in line with a Community Safeguarding and Serious Incidents Protocol (2023) which allows for incidents to be reported to the YOT Management Board with escalation to Regional Safeguarding Board (CYSUR) as appropriate for the relevant practice reviews to take place. The Youth Justice team is engaged in the work of the Carmarthenshire Serious, Violent and Organised Crime Board and attends police intelligence briefings. Youth Justice Staff also consider the National Referral Mechanism for relevant cases.

The Youth Support Service Principal Manager contributes to Contest and is Vice Chair of Channel Panel. The Youth Support Service also contributes to all relevant safeguarding and risk management processes such as Children’s Services strategy meetings, Child Protection Case Conference etc., MAPPA and MARAC. The Youth Support Service also holds Risk Management Meetings on cases assessed as high risk (of harm/and or vulnerability), and these meetings draw in colleagues across partnerships to discuss risks posed and to develop an appropriate risk management plan.

The graph below shows the offence types which have a Gravity Score of 5 or more. These offences were committed by 13 children (2 girls and 11 boys). Regarding gravity level 6 matters, the offences relating to heroin, crack cocaine (2 counts) and ecstasy related to 2 children from out of county; conclusive NRM judgements were made in each case, and these charges were withdrawn later. Regarding gravity level 5 offences, 3 children were charged with Violent Disorder 2 of whom had their offences withdrawn and 1 who was sentenced as an adult.

Assessment of need and risk coupled, with well-considered allocation, of cases is imperative in changing behaviour and reducing the level of risk. Approaches include joint working across the team and wider service (as appropriate), to include specialist officers to provide intensive support and promoting trauma-informed practice by involving children in a range of in community-based activities and opportunities.



Number of children flagged in relation to Serious Incidents Notification = 1
Number of Children alerted to Management Board and local/regional safeguarding groups =1
Number of Children referred into Multi Agency Public Protection Arrangements = 1 (remand/Detention and Training Order case).
Number of Children referred into MARAC = 0
Number of Children Referred into Chanel Panel arrangements and known to Youth Justice Team = 0
County Lines Cases: 2 cases (National Referral Mechanism accepted, and prosecution not proceeded with)

Number of National Referral Mechanism referrals: 5 referrals relating to 5 children; 3 of the referrals were made by first responders 'out of county', prior to Carmarthenshire Youth Justice Team being asked to care take; 2 referrals related to Carmarthenshire LAC/remand cases. Out of the 5 referrals, 3 were conclusive; and in relation to the 2 Carmarthenshire cases, 1 referral was conclusive and 1 was accepted on reasonable grounds but not was not conclusive.

During the next year, the Youth Justice Team will hold discussions with the Police in relation to the development of a system to monitor children 'Released under Investigation' (RUI). It is recognised that this cohort will include children being investigated for serious offences including those relating to serious violence. Improved awareness of this cohort will allow for planning and interventions to be considered early on.

Detention in police custody

The Youth Justice Team has trained staff who perform Appropriate Adult duties from Monday to Friday. The Out of Hours Duty Team (Children's Services) performs this duty outside of office hours and over the weekend. There is good liaison between the team and the duty officers to ensure that relevant information is captured and acted upon.

The Carmarthenshire Local Operational Group (Safeguarding) receives a quarterly report on children held overnight in custody.

During the period there were 5 episodes of children being detained in police custody pending production at Court (this refers to children who are subject to an investigation and interview and who have been has been charged with a criminal offence and remanded in police custody until Court the following day).

- 1 child was a Child Looked After from Cwm Taf.
- 1 child was held on two separate occasions, the first was for a breach of court bail followed by a further breach of bail; the child was picked up on a warrant and held overnight for production at Court the next day when they were sentenced to a Youth Rehabilitation Order.
- 1 child was held overnight in relation to Threats to kill x 2 and was remanded to the next available court. The child was then given Conditional Bail and a Pre-sentence Report was requested.
- 1 child was arrested and charged with the production of cannabis. The child was remanded in custody before being subsequently remanded to Local Authority Accommodation.

There are instances of some children being held overnight whilst an investigation progressed or held overnight due to their arrest late at night, then kept overnight and interviewed the following morning. During the next year, work will be undertaken with the police to complete further analysis of this cohort to gain a better insight into of the children involved and their presenting needs.

Standards for children in the 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 1 action remained from the original action plan, and progress is set out below.

<u>Standards for children in the youth justice system (2019)</u>	Date	Status
YJT has a Commencement of Supervision Induction file; this needs to be reviewed and updated on an annual basis.	Annually	Ongoing

The YJB has recently requested a self-assessment against standard 2- *At Court* - of the standards for children in the criminal justice system to be completed by the end of October 2023.

Audits completed in the last 12 months:

- Active Out of Court Disposal cases – May 22 (18 cases) and Nov 22 (40 cases)
- Active Statutory Cases – Oct 22 (8 cases)
- Active Voluntary Cases – July 22 (7 cases)
- Diversion Cases – Oct 22 (16 cases)

Actions/observations emerging from audits:

- 1) Development of a 'checklist' to support case managers in using ChildView. This has recently been updated to reflect changes in youth justice KPIs.
- 2) Sharing of individual case manager actions required to keep electronic case file accurate and up to date.
- 3) Evidence of general improvement in online record keeping, especially useful after the move away from paper files.
- 4) Recognising the number and relevance of paper forms used during assessment and for feedback; currently looking at how these can be streamlined and how digital technology can be used for this purpose.

Upcoming Audits

- June 22 – Active O OCD, Statutory and Voluntary Cases
- June / July – Diversion cases to be audited by Substance Misuse Specialist within the team.

Priorities

Please refer to the performance report (pages 20 – 43) which includes commentary on priority areas: children from groups which are over-represented; prevention; diversion; education; restorative approaches and victims; serious violence and exploitation; detention in youth custody; remands; and use of custody and constructive resettlement.

Workforce Development Plan

The YJB has published a Workforce Development Strategy for the Youth Justice System (2023-25) - [Workforce Development Strategy for the Youth Justice System 2023-2025 - Youth Justice Board for England and Wales \(March 2023\) - Youth Justice Resource Hub \(yjresourcehub.uk\)](#). This strategy will be included in ongoing work carried out by the Youth Support Service Staff Training Steering Group which informs the service's training plan.

YOTs in Wales are represented on the Youth Justice Sector Led Improvement Partnership (YJSIP) and the Youth Justice Team Operational Manager assisted in the review and delivery of the YJSIP YOT Operational Managers training during the period as part of the YFSIP Frontline Leaders Group. Under the auspice of Hwb Doeth (a partnership of YJB, Welsh Government, WCCSJ / Academia, YOTs, Parc YOI and Hillside Secure Children's Home) youth justice and academic regional partnerships 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. Staff can also utilise the YJB Youth Justice Resource Hub to access youth justice specific e-learning.

The opportunity for all staff to learn and develop is a crucial factor in achieving the aims of the Youth Support Service. The Service is committed to supporting staff to develop and maintain the level of skills and knowledge required by their role. Youth Justice managers play a major role in identifying and reviewing staff learning needs through day-to-day oversight of practice, supervision and the performance appraisal process. Team Managers regularly hold team meetings which assist in helping to support staff and disseminate performance information, learning and good practice.

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. A wide range of training opportunities are provided by or via Corporate Learning and Development. All staff are required to attend mandatory e-learning courses relating to key policy areas.

In the last year, Youth Justice staff have completed the following training:

- Level 5 Award in Restorative Justice (1 worker)
- Foundation Degree in Youth Justice (1 worker)
- ILM 3 (1 worker)
- Prenoxad training (whole team)
- Unconscious Bias (whole team)
- Race Equity
- Solution Focussed Therapy (whole team)
- Silver Bullet AssetPlus (whole team)
- Hwb Doeth Training Day (whole team)
- Willow Weaving (staff representatives from team)
- County Lines awareness (Operational Manager and Specialist Substance Misuse Worker Hydra exercise)

Planned training for 2023/23 includes:

- Childview Training - specific modules relating to Youth Justice processes
- Behind the Blade - knife crime intervention training
- Speech and Language training
- EYST (Ethnic Youth Support Team) - overview of programme to be confirmed
- CAMHS training - dual diagnosis input to be planned
- AMBIT CAMHS training (AMBIT is a mentalization based team approach for teams working with young people with severe and multiple needs, who do not tend to access mainstream services)
- Enhanced Case Management refresher/training for new staff
- Specialist substance misuse training
- There are plans to also hold a volunteers' event (following the event held earlier in the year) as well as plans to recruit additional volunteers.

<ul style="list-style-type: none"> • Autism, Extremism and Radicalisation (Principal Manager as Vice Chair of Channel Panel) • Access to Welsh Language courses via Dysgu Cymraeg • Use of power tools (staff involved in delivery of specific interventions) • Age assessment Training for children. • Attendance at HMIYOI Parc Open Day. 	<p>Social workers in the Youth Justice Team maintain their professional registration with Social Care Wales, this includes evidence of a relevant professional training record (90 hours training over 3 years). Qualified Youth Workers and Youth Support Workers within the wider service are required to register annually with the Education Workforce Council. The service also contributes to study fees and commissions specialist training identified as a priority.</p>
--	--

Evidenced-based practice and innovation

The Youth Justice Team was one of 3 YOTs selected to trial the Enhanced Case Management Model which was evaluated in 2017 by Welsh Government. This area of practice is now very well established within Carmarthenshire. The Therapeutic Intervention Service for Harmful Sexual Behaviour (led by a Consultant Clinical Psychologist) has been informed by academic research, and this work will continue to be delivered with children who meet recognised risk thresholds. Discussions are taking place with CAMHS in relation to conducting an audit of youth justice linked children in the county who have committed Harmful Sexual Behaviour related offences. This work would follow on from a previous audit conducted in 2015.

During 2022, the Youth Support Service Principal Manager met with the Head of Children’s Services and the Chief Inspector and Management Board Member to explore if an approach developed by Cheshire Constabulary could be adopted within Carmarthenshire to reduce the criminalization of Children Looked After and care experienced young people. Following discussions, the Chief Inspector commissioned data analysis for the Dyfed Powys Police region which evidenced that there had been opportunities missed to divert children residing in care settings from Court. The protocol developed in Cheshire was used as a basis to develop a regional protocol (with Cheshire Constabulary’s permission). The Chief Inspector then brought a group of key stakeholders together (including Welsh Government and Care Inspectorate Wales representatives) to discuss how a regional approach could be implemented. The proposal gained strong support from the group and a steering group met to progress plans. The protocol is currently at point of sign off and Dyfed Powys Police are to implement this way of working imminently. There will be further data collection exercises by the Police to determine if the new approach is being utilised to its full extent and is having an impact.

Staff dealing with children who are unaccompanied asylum seekers in the last year have needed to develop knowledge, skills and expertise to arrive at best possible outcomes for this vulnerable group. Intervention planning has been used creatively to meet the needs of the children and this has included: provision of translation services and provision of information in the child’s first language; cooking together; supporting the children to become familiar with their community and local resources; and offering to support to accessing English and Numeracy opportunities etc. There has also close liaison with Children’s Services in relation to these children, as well as the Home Office in relation to the National Referral Mechanism, and Barnardo’s who holds expertise in relation to supporting Unaccompanied Asylum Seeker children.

Evaluation

The Hwb Doeth Training Day and national/regional meetings provide for the dissemination of practice that have undergone or are undergoing evaluation; discussions at regional national Hwb Doeth Meetings also lead to areas of work to be nominated for evaluation. Regional YOTs are to report on the delivery of the UK Turnaround funding in their localities at the end of June 2023, and the MOJ is to evaluate the impact of the programme across England and Wales.

As part of its involvement in the Prevention and Diversion Training Group, the Youth Justice Team will continue to pilot the Out of Court Disposal assessment tool. Additionally, the team has commenced a 3-month pilot for the Outcome 22 option to be introduced as part of the pre-court diversion process; this will aim to reduce levels of First Time Entrants within the county. A report will be produced to examine if the pilot is effective.

The 'Dyma Fi/This is me' programme will continue to be used by the team; currently there are plans to create a visually appealing 'Dyma Fi' resource and once this is completed, there are plans to measure distance travelled with children who undertake the intervention. The resource has been demonstrated to colleagues in childcare teams as part of sharing innovative practice.

Service development

Service development will continue to be informed by the [YJB Strategic Plan 2021 - 2024 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk), and the Youth Justice Leadership Team and Management Board will monitor progress against the action plans detailed in pages 14 – 18).

The Youth Justice team will make good use of the YJB oversight and support function, and two areas of focus have already been identified – the Resettlement and Re-integration Panel and Board development. It is anticipated that there will be valuable learning from and HMIP reports and recommendations will be used to inform service and Board development. The Regional Safeguarding Board, CUSYR, publish a wide range of reports and learning reviews which will also be used to inform practice.

The Principal Manager will contribute to critical areas of work, for example the Youth Justice Blueprint Project Board. Staff will be encouraged to use the YJB Resource Hub to keep up to date with evidenced based practice and good practice, as well as thematic research. Consideration will be given to other external pieces of work, such as consultations with children and young people and youth ambassadors, and any emerging recommendations will be considered for inclusion in the team's action plan and/or will be routed through the Departmental Management Team. During the period, several Youth Justice Team policies have been reviewed and/or created, and these will be progressed via the Management Board in forthcoming months.

There will be a continued focus on ensuring that the Youth Support Service's social media presence promotes good accessibility and information sharing. The service will continue to build upon participation and engagement to 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. A Speech and Language Therapist has been recruited very recently and this is a very positive step in terms of enriching assessments of children and improving approaches.

Challenges, risks and issues

Progress against the newly introduced Youth Justice Board Key Performance Indicators will be monitored with initial performance submissions due by August 2023. A great deal of preparatory work has been undertaken by the Youth Justice Team to ensure that staff and managers are clear on reporting measures and expectations. The Youth Justice Leadership group will work together to support the new reporting requirements. There is a risk associated with the fact that Childview upgrades (via CACI) for reporting against the new indicators will not commence until the beginning of August this year. A combination of delays in upgrade roll-out and peak holiday time could impact performance returns across England and Wales. This matter has been flagged by YOT Managers Cymru to the Youth Justice Board for advice.

Accommodation availability for children 16-25 years has been challenging during the year: the Youth Support Service has worked closely with Children's Services and Housing Services regarding removal of barriers; however, there has been a lack of availability of suitable accommodation in county and, at times, this has impacted outcomes for children. The implications of this have been escalated and there is ongoing work across relevant council services to seek to improve this situation. 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. Early discussions are also underway to deliver a programme of pre-tenancy training to secondary school pupils so that children can receive support and assistance as part of prevention and early intervention methodologies.

There have been instances when children who are not accessing their educational entitlement or who are not attending school are flagged and escalated to senior management to ascertain next steps. The reparation skills project offered via the Youth Justice Team seeks to introduce structure into the routine of a child where they are NEET, excluded or on a reduced timetable pending other suitable arrangements being made; however, it is nevertheless important that the children are supported to access their entitlement.

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 behaviour, 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's Strategic Focus Groups, which deliver against the *10-year Departmental Strategy*. The Youth Support Service Management Team are represented at relevant groups and will ensure that relevant issues are brought to the attention of strategic leads.

Cynnydd (ESF) operational delivery (NEET engagement work in secondary schools) ended in November 2022, and this resulted in a service delivery 'gap' pending the launch of projects under the UK Government Shared Prosperity Fund. The Youth Support Service has worked with key partners and stakeholders on the development of a Shared Prosperity Fund *People and Skills* Anchor project. The service has secured £1.74 million through to 31st December 2024 with project end date being 31st March 2025. The project will engage with:

- Vulnerable secondary age pupils in the county to prevent them becoming NEET. This approach will enable delivery of additional, non-statutory interventions to strengthen transition, improve attendance, attainment, engagement and behaviour in those at the very greatest risk of becoming NEET.
- Children and young people who have left secondary school and are judged to be NEET. Interventions would include supporting this group with access to training programmes, college and supporting children and young people towards employability.

The service is preparing to recruit new staff as part of the project. This process will require careful management to ensure that project targets are met. At this stage, there is no indication that Shared Prosperity Funding will extend beyond 31/3/25.

The well-established Youth Justice Leadership Team will continue to meet monthly and will keep a register of risks which is reported to the Management Board and/or escalated to senior managers to problem solve/remove barriers. When necessary, key Management Board representatives are requested to meet to address issues effecting operational delivery or to look at a specific case to deal with emerging matters requiring swift attention.


Staff based at Ty Elwyn Offices, Llanelli, are part of a Better Ways of Working Project; this has required re-location of base to the 2nd floor, where office space is shared with Children's Services colleagues. A second Better Ways of Working project will also see staff based at Parc Dewi Sant, Carmarthen, to relocate and be able to access agile working spaces at 3 Spilman Street, Carmarthen in the Autumn of 2023. Under these arrangements, staff base themselves at the office only

when there is a specific need to do so. It is recognised that staff need to be able adapt to more flexible ways of working whilst, at the same time, being able to network, collaborate and engage in peer learning on a regular basis. Therefore, plans are underway to ensure that staff can be brought together for face-to-face team meetings and activities. It is important to note that the new arrangements do not impact seeing children at an office base or alternative venue as part of their supervision/support plan. There is also a programme of engagement with a representative staff group for consultation and planning in relation to wellbeing, continuous practice development and service development.

Austerity and the impact upon 'cost of living' continues to present challenges, particularly in relation to the most vulnerable children and families within the county. With this in mind, the Youth Support Service has set aside funding to be able to use youth clubs as warm spaces where meals are made and provided in a safe space where children can socialise. Other initiatives have involved provision of a 'starter pack' for children/young people moving into new accommodation. Staff have also contributed to the provision of a 'preloved' clothes rail for children and young people to be able to access. The service also supplies personal hygiene packs to children and young people via their youth support worker/case manager. This work will continue to develop in consultation with children and young people during the forthcoming year.

The service is heavily reliant on different sources of grant funding, and this requires the completion of several performance reports and financial returns on a quarterly or bi-annual basis. Funding sources from Welsh Government have moved from an annual commitment to a 3-year commitment (Promoting Positive Engagement, Families First and the Youth Support Grant); this is a very positive development through to 2025 which has meant that longer term planning against delivery is supported. However, each year efficiencies are sought by the County Council against core funding and the anticipation of potential budgetary cuts has an impact on planning year on year. Budgets are therefore very carefully monitored to ensure that any potential risks are anticipated and managed.

Approval

Chair of YJS Board	Jake Morgan
Signature	
Date	29/06/23

Appendix 1**Youth Justice Local Management Board Membership**

Name	Agency representing	Post in agency	Ethnicity	Gender
Jake Morgan (Chair)	Carmarthenshire County Council	Director of Communities	White	Male
Angela Lodwick (Vice-Chair)	Hywel Dda University Health Board	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	Female
Richard Hopkin	Dyfed Powys Police	Chief Inspector	White	Male
Christine Harley	Probation Service	Assistant Chief Executive	White	Female
Wendy Williams	Careers Wales	Area Manager	White	Female
Jane Lewis	Carmarthenshire County Council	Regional Partnership Manager	White	Female
Kate Harrop	Carmarthenshire County Council	Partnership and Complaints Manager	White	Female
Jonathan Morgan	Carmarthenshire County Council	Head of Housing Services	White	Male
Lucy Williams	H.M. Court and Tribunal Service	Legal Advisor	White	Male
Cllr Jane Tremlett	Carmarthenshire County Council	Board Member for Health and Social Services	White	Female
Gwen James	Office of the Police and Crime Commissioner	Policy Advisor		
Tracey Kinsey	Youth Justice Board Cymru	Oversight Manager	White	Female
Gill Adams	Carmarthenshire County Council	Youth Support Service Principal Manager	White	Female

Members' Attendance at YSS Management Board Meetings

	13.07.21	23.09.21	24.11.21	01.03.22	23.03.22 Extra session	04.05.22	15.06.22	14.09.22 Postponed due to period of mourning – HRH Queen Elizabeth II	07.10.22 Re-arranged from 14 th September 2022	30.11.22 Postponed to 15 th February 2022 due to inspection	10.03.23 Re-arranged from 15.03.23	26.04.23
<i>Director of Community Services – Chair (LA Chief Execs rep)</i>	x	✓	x	✓	✓	X	✓		X		X	✓
<i>Probation Service</i>	✓	x	✓	X	✓	✓	✓		✓		✓	✓
<i>Dyfed Powys Police</i>	✓	✓	✓	✓	X	✓	✓		X		X	X
<i>Children's Services</i>	✓	✓	✓	X	✓	✓	✓		✓		✓	✓
<i>Local Education Authority</i>	x	✓	X	X	✓	✓	✓		✓		✓	✓
<i>CCC Councillor</i>	✓	x	✓	X	X	✓	✓		X		✓	✓
<i>Housing</i>	X	✓	✓	X	✓	✓	✓		✓		✓	✓
<i>Mental Health Advisor</i>	X	✓	✓	✓	✓	X	✓		✓		✓	✓
<i>Community Safety Partnership</i>	✓	X	X	✓	✓	✓	✓		✓		✓	✓
<i>HMCTS</i>	✓	✓	✓	X	X	X	✓		X		✓	X
<i>Careers Wales</i>	✓	X	✓	✓	✓	✓	✓		✓		✓	X
<i>Regeneration & Policy</i>	x	x	✓	X	X	✓	X		✓		✓	✓
<i>Police & Crime Commissioner</i>	✓	✓	✓	✓	X	✓	X		✓		✓	✓
<i>YSS Manager</i>	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓

Tîm Hŷn Addysg a Phlant: Senior Team Education and Children's Services



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



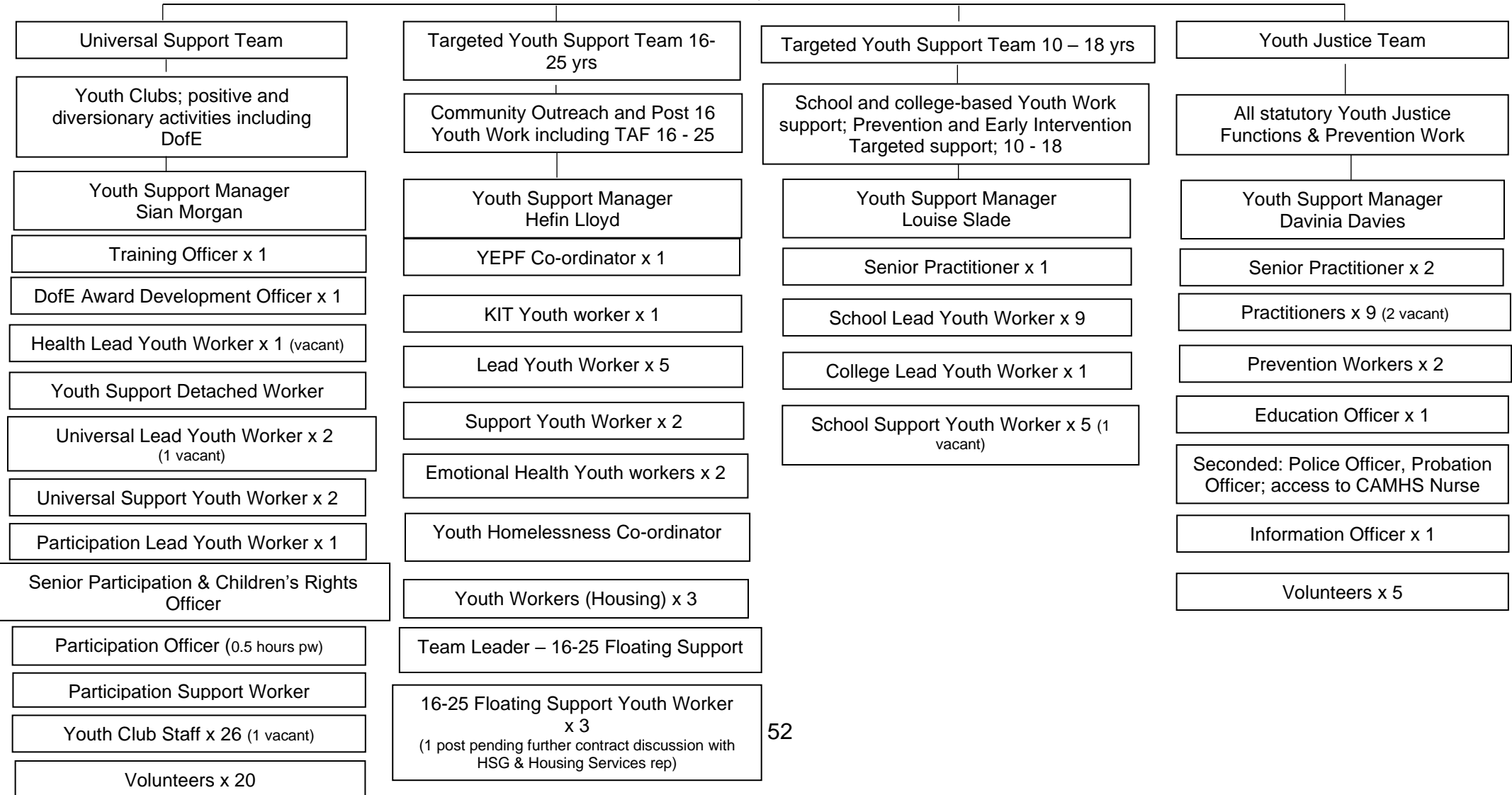
Youth Support Service Structure

Aeron Rees
Head of Strategy and Learner Support

Gill Adams
Youth Support Service Principal
Manager

Laura Rogers
Senior Clerk

Administration x 2



Staff Profiles - Youth Justice Team

	Strategic Manager	Strategic Manager (FT)	Operational Manager	Operational Manager	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/trainees	Volunteer	Total
Permanent		1		1	2	10	1	3				18
Fixed term												
Outsourced												
Temporary (volunteers)										5		5
Vacant					1	1						2
Seconded Children's Services						1						1
Seconded Probation Officer												
Seconded Police Officer						1						1
Seconded Health					1							1
Seconded Education												
Seconded Connexions												
Seconded Other												
TOTAL		1		1	4	13	1	3			5	28
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	3	8	16
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	3	10	16
Welsh Speakers		1		1	3	1							1	1	4	6

Appendix 3:**Glossary - Common Youth Justice Terms**

ACE	<p>Adverse childhood experience- events in the child's life that can have negative, long-lasting impact on the child's health, and life choices.</p> <p>Adverse Childhood Experiences (ACEs) are "highly stressful, and potentially traumatic, events or situations that occur during childhood and/or adolescence. They can be a single event, or prolonged threats to, and breaches of, the young person's safety, security, trust or bodily integrity." (Young Minds, 2018). Examples of ACEs:</p> <ul style="list-style-type: none"> • Physical abuse • Sexual Abuse • Emotional Abuse • Living with someone who abused drugs. • Living with someone who abused alcohol. • Exposure to domestic violence. • Living with someone who has gone to prison. • Living with someone with serious mental illness. • Losing a parent through divorce, death or abandonment.
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	<p>Anti-social behaviour committed by individuals or groups in the community; the Youth Justice Team offers a voluntary prevention intervention for any ASB cases that have a second warning letter from the Neighbourhood Policing Team.</p> <p>There is a staged approach to dealing with ASB under national guidance which can include agreeing to an Acceptable Behaviour Contract (ABC); if early stages are proving to be ineffective, the Police can apply for a Criminal Behaviour Order at Court. This can run alongside other court measures such a community order and/or a Restraining Order.</p>
AssetPlus	Assessment tool used for children who have been involved in offending behaviour by Youth Justice Teams. This provides for a structured and detailed risk assessment of the child and identify presenting needs, strengths and risks of future offending
CAMHS	Child and adolescent mental health services (up to 17 years of age)
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	Children missing education (CME) is defined as those who are of a compulsory school age but are either not registered at a school or else not receiving suitable education in place of a school setting.

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 is an informal disposal administered by the police for low level offending where there has been an admission of guilt. This forms part of the diversion methods used by the Youth Justice Team to avoid a child from having a Youth Caution or going to court.
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: Regional Safeguarding Board made up of multi-agency seniority overseeing safeguarding for the region.
Careers Wales	Welsh Government Body offering careers advice and guidance to children/young people
CPN	Community Psychiatric Nurse
CSP	Community Safety Partnership
Desistance	Desistance is the process of abstaining from crime amongst those who previously had engaged in a sustained pattern of offending. There are eight domains which desistance research has highlighted as being significant in supporting children and young people's journeys away from offending. <ol style="list-style-type: none"> 1. building professional relationships, effective engagement and re-engagement, evidence of genuine collaborative working 2. evidence of engagement with wider social contexts, especially the family, but also peers, schools, colleges, work etc. 3. the active management of diversity needs 4. effectiveness in addressing key 'structural barriers' (exclusion from education, training or employment, lack of participation, lack of resources, substance misuse deficits, insufficiency of mental health services etc.) 5. creation of opportunities for change, participation and community integration 6. motivating children and young people 7. addressing children and young people's sense of identity and self-worth 8. constructive use of restorative approaches.
Diversity	Diversity is recognising, respecting and celebrating each other's differences. A diverse environment is one with a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation (refer to Equality Act and protected characteristics).
DTO	Detention and Training Order - a custodial sentence used for children aged between 12 and 17. This lasts between 4 months and 2 years. The first half of the sentence is served in custody. The second half is served in the community 'under supervision' on licence. Whilst on licence, the child must meet certain conditions; if the child is in breach of the conditions they could be returned to custody.
ECM	Enhanced Case Management (ECM) is a relational psychosocial approach to working with children supervised by youth justice services (YJSs). ECM was first developed with YJSs in Wales in 2013 and is now being adopted by many services in England.
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

Equality Act 2010	<p>Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics:</p> <ul style="list-style-type: none"> • age • disability • gender reassignment • marriage and civil partnership • pregnancy and maternity • race • religion or belief • sex • sexual orientation
FACTS	The Forensic Adolescent Consultation and Treatment Service - an all-Wales mental health service for children and adolescents with the most complex and challenging behavioural problems.
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 - we do not have a JAC in Wales
KPI	Key Performance Indicator: Youth Justice Team reports quarterly against 13 KPIs.
LCJB	Local Criminal Justice Boards) bring together criminal justice organisations at police force area level to support joint working and improve services. The purpose and vision of the LCJB is to reduce crime, harm and risk by increasing the efficiency and credibility of the Criminal Justice System
MAPPA	Multi-agency Public Protection Arrangements are in place to ensure the successful management of violent and sexual offenders.
MARAC	Multi agency Risk Assessment Conference- A MARAC is a meeting where information is shared on the highest risk domestic abuse cases between representatives of local police, health, child protection, housing practitioners, Independent Domestic Violence Advisors (IDVAs), probation and other specialists from the statutory and voluntary sectors
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 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- this can also be referred to as disproportionality
Restorative Justice	Restorative justice is a process that aims to heal the harm caused by crime or conflict through dialogue and mutual understanding. All identified victims are contacted by the Youth Justice Team and their opinions are sought on restorative justice- this can take the form of a letter of apology; shuttle mediation; reparation work in the community.
Referral Order	A referral order requires the child or young person to attend a youth offender panel (made up of two members of the local community and an advisor from a youth offending team) and agree a contract, containing commitments, which will last between three months and a year. The aim is for the child or young person to make up for the harm they have caused and do something about their offending behaviour. An order <i>must</i> be imposed for a first offence where the child or young person has pleaded guilty (unless the court decides that another sentence is justified) and may be imposed in other circumstances.
RHI	Return home Interviews. These are interviews completed after a child has been reported missing
SALT	Speech and Language Therapy
SLCN	Speech, Language, and communication needs
STC	Secure training centre – we do not have one of these in Wales
SCH	Secure children’s home e.g., Hillside at Neath which has dedicated secure ‘welfare beds’ for children aged 12-17 as well as youth detention accommodation for children subject to a custodial sentence.
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.
YC/YCC	Youth Caution/Youth Conditional Caution- Children aged 10 – 17 years old can be given a youth caution if they admit a criminal offence. A youth caution is a formal out of court disposal. The police must have enough evidence to prove an offence was committed. A child must have an appropriate adult if they are given a youth caution. The person administering the caution must explain the effect of the youth caution in ‘ordinary language’ and the child receiving the youth caution is entitled to free legal advice before accepting it (however, unlike adults they do not consent to receiving a youth caution).
YJB	Youth Justice Board are a non-departmental public body responsible for overseeing the youth justice system in England and Wales.
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 - His Majesty's Young Offenders Institution (or HM YOI) is a place of detention for children/young people (aged 15 to 21). These children/young people will have received a custodial sentence following conviction of a criminal offence. Or they may be being held on remand awaiting trial on criminal charges. Anyone under the age of 18 held in a young offender’s institution will be housed in separate buildings from the 18 to 21-year-olds.
YRO	A Youth Rehabilitation Order is a community sentence. It can include one or more requirements that the offender must comply with and can last for up to three years. Some examples of the requirements that can be imposed are a curfew, supervision, unpaid work, electronic monitoring, drug treatment, mental health treatment and education requirements.

