

## HCC Children's Services Department: Service Plan 2014/15

### **HAMPSHIRE YOUTH JUSTICE PLAN** (as required under s40 (1) of the 1998 Crime and Disorder Act)

<b>Service:</b>	<b>Hampshire Youth Offending Team</b>
<b>Service manager/lead:</b>	<b>Alison Smailes, Head of Service</b>

#### **Introduction**

This plan is required in statute, and must be submitted to the Youth Justice Board by 30<sup>th</sup> September 2014. It is the third strategic youth justice plan for Hampshire Youth Offending Team (HYOT), which was formed on 1<sup>st</sup> April 2012 following the disaggregation of Wessex YOT. This plan also comprises the service plan required for youth offending for HCC's Children's Services department. It sets the strategic direction and the key priorities for HYOT for 2014-15.

#### **Structure and Governance**

HYOT partnership provides youth justice services for the county of Hampshire. The role of YOT, under the Crime and Disorder Act 1998, is to prevent offending and reoffending by children and young people. Under the 1998 Act, four agencies (the local authority, police, probation and health), in addition to a grant from the Youth Justice Board, contribute to the finance, resource and staffing of the YOT. HYOT is supported and overseen nationally by the Youth Justice Board for England and Wales, a non departmental public body which is sponsored by the Ministry of Justice. Locally, HYOT is accountable to, and governed by, the HYOT Management Board. This board consists of senior representatives from the four statutory agencies (HCC Children's Services, Hampshire Constabulary, Hampshire Clinical Commissioning Groups and the National Probation Service), along with representatives from Community Safety Partnerships in Hampshire, District Councils, HMCTS, Housing,

Public Health and the voluntary sector. The Head of HYOT is line managed by the Deputy Director of Hampshire Children's Services, who is currently also Chair of the HYOT Management Board. HYOT is structured into four area teams for local delivery, with countywide functions being managed centrally. There are four operational teams based in the four corners of Hampshire: North West (covering the district council areas of Test Valley north, Basingstoke and Deane and Winchester); North East (covering the districts of Rushmoor, Hart and East Hants); South West (covering the districts of Eastleigh, Test Valley south and New Forest); and South East (covering the districts of Fareham, Gosport and Havant). The prevention arm of HYOT is the Youth Crime Prevention Team (YCP). YCP workers are co-located within Children's Services and managed within the Locality Teams. These teams are becoming part of the new Early Help Hubs during 2014-15. HYOT retains a strategic, performance and quality overview of YCP work and it is funded jointly by the HYOT partnership budget, HCC and a grant from the Police and Crime Commissioner.

### **Resources and Value for Money**

HYOT partnership has a 2014-15 revenue budget of circa £4.6 million and has approximately 100 staff. The YCP budget is circa £600k with approximately 18 staff. The largest percentage of HYOT's partnership budget is contributed by HCC Children's Services (42%). The YJB grant makes up 31% followed by cash contributions from probation (9%) and health (5%). Hampshire Constabulary no longer contribute cash to the partnership budget, but contribute staffing (police officers, police caseworkers and administrators) to the value of 5% of the budget. Other income in 2014-15 comes from Public Health (£100k to support ETE work with Troubled Families and a physical/public health nurse) and a small recharge from the Isle of Wight for the management costs of that YOT. Further income is expected this year from a sold training service that HYOT, in partnership with HCC's Workforce Development team, is developing. This is a small amount initially, but expected to increase in subsequent years.

HYOT was required to make efficiency savings of £200k by April 2014, with a further £100k required by April 2015 from the contribution of Children's Services. In addition, the health contribution has reduced in 2014-15 by £30k. The YJB grant remained the same with no reduction for 2014-15, as has the police staffing contribution. The probation contribution for 2014-15 has been formally confirmed the same for 2014-15 (following the Transforming Rehabilitation changes on 1<sup>st</sup> June 2014), but changes are likely from April 2015; the YJB are currently working with the National Probation Service on a formula for YOT contributions going forward.

HYOT has historically performed well under the three national performance measures (reducing first time entrants into the criminal justice system, reducing reoffending and reducing custody of children and young people). Quarter 4 of 2013/14 data shows first time entrants as 388 per 100,000 young people 10-17 years in Hampshire. This is a consistent and continued steady reduction, and lower than both the national and regional rate, and around mid range amongst our comparator YOTs. Recent reoffending data shows an increase for Hampshire, after a couple of years of rates well below the national and regional average. The cohort size though has almost halved in the last two years that the figures measure, which correlates to the continued reduction of young people into the system. HYOT is part of the YJB reoffending project and has a reoffending action plan this year, designed to ensure that action is taken to both understand the cohort and to effect change in reducing the reoffending rate. Custody rates for the last quarter available have risen, although are still much lower than the national average (rate of 0.25 per 1000 young people compared to 0.44 nationally in Q4 of 2013/14).

As noted above, the number of young people the YOT works with continues to decrease in number, meaning that caseloads are reducing. For example, the number of statutory cases in April 2014 compared to April 2013 is 7.5% lower. The same figures, comparing April 2013 and April 2012 however, were a 20% reduction, so the rate of reduction is slowing. In addition, the HYOT Health and Well Being Needs Assessment completed in 2013 highlighted the significant proportion of HYOT young people with complex emotional, mental and physical health vulnerabilities. This is echoed in the safeguarding CSPPI notifications and subsequent Critical/Extended Learning Reports submitted to the YJB over 2013-14.

### **Partnership Arrangements**

In addition to the partnerships with agencies mentioned above, HYOT has strong links with the Hampshire Supporting Troubled Families (STFP) Initiative, and is represented within all ten local co-ordination groups; the Head of Service is a member of the STFP management steering group. HYOT managers are represented within all the Children's Trust Locality Children's Partnerships, local safeguarding forums (under the Hampshire Safeguarding Children Board) and local community safety partnership arrangements in each district council area. Team managers attend court user groups with HMCTS. Strategically, the Head of Service sits on the Hampshire Safeguarding Children Board (chairing the Workforce Development sub group which is joint with the IOW LSCB, and a member of the Serious Case Review Committee), Hampshire Children's Trust Board and Hampshire's Care Matters Corporate Parenting Board. Representing the four YOTs of Hampshire, Isle of

Wight, Portsmouth and Southampton, the Head of Service is a member of the Local Criminal Justice Board and the MAPPA Strategic Management Board. Close liaison is maintained with Portsmouth and Southampton YOTs due to the overlap with many partner agencies and courts.

Hampshire Children's Services entered into a 5 year partnership with the IOW council on 1<sup>st</sup> July 2013, becoming responsible for the management of Children's Services on the island. In line with these arrangements, HYOT took over the management of the IOW YOT on 1<sup>st</sup> October 2013.

### **Risk to future delivery and mitigation of those risks**

The overarching risks to HYOT future delivery can be summarised in the following areas:

- (i) Future reduction in financial resource. The County Council need to make further efficiency savings up until 2018. The risk from a probation reduction is significant given that currently is 9% of the HYOT budget (which includes payment for a probation officer in each team). The Ministry of Justice has indicated required savings must be made from April 2015, so this could affect the level of YJB grant. The YJB grant contributes an important proportion of the HYOT budget (currently 31%), so any reduction represents a significant amount of money
- (ii) Risks to maintaining prevention work. HYOT board is committed, as a principle, to maintain the non statutory prevention 'arm' of HYOT. The proven benefit of early intervention and diversion, along with a continued decrease in first time entrants, has reduced the need for statutory interventions. However, with financial pressure on the HYOT budget from statutory partners, if effective funding cannot be maintained and developed for prevention work this could suffer.
- (iii) Risk to performance and an unfavourable inspection outcome. HYOT has a rise (over past quarters) in reoffending rates, and there is a risk, as caseloads decrease but become more complex, that a new range of interventions may be required to ensure best outcomes. Maintaining and improving performance and being ready for an inspection is challenging in this context.
- (iv) Risk of reduction in management capacity and oversight in HYOT due to the IOW YOT partnership arrangements. Senior management capacity in HYOT reduced by two thirds by April 2014 in order to partly meet the efficiency savings

required. Managers are therefore stretched across wider spans of accountability and responsibility within HYOT, in addition to several having management responsibilities on the IOW.

These risks will be mitigated by:

- (i) Continued development, through HYOT Management Board, of the strategic links with all partners around and understanding of shared outcomes which can be achieved jointly. A successful example of how this was achieved in 2013-14 is the public health funding, through Supporting Troubled Families, for some aspects of ETE work and a pilot public health nurse post.
- (ii) Robust financial planning to include a YOT structure that is fit for the future and best accommodates the demand and resource implications for 2015 and beyond.
- (iii) Ensure continued good communication with the PCC and his office, highlighting those areas of effective and evidence based practice used by HYOT and YCP which effectively use the PCC grant and assist in achieving the Police and Crime Plan objectives (for example, restorative justice, first time entrants).
- (iv) Develop a stronger quality assurance framework and better use of local real time data to understand trends and patterns, enabling co-ordination, and using evidence based approaches together with partners to help children and young people stop offending.
- (v) Continued strong relationship with Children's Services at all levels, especially in relation to the offending of children looked after, remands, resettlement, and accommodation for those aged 16 plus.
- (vi) Consider models to develop the partnership with the IOW YOT to increase capacity, continue to improve governance and raise performance across both teams.

The 'Costed Plan', required by the Youth Justice Board to identify how their Effective Practice Grant is spent, is attached to this plan (Appendix 1).

## Section A: service priorities

Guidance on priorities is provided within the service planning toolkit.

Priority no.	Priority description	Which corporate and departmental priorities does this link to? (e.g. CYPP1 - see priorities list below)
1	<p>Ensure good performance against the three national measures for YOT performance:</p> <ul style="list-style-type: none"> <li>(i) <b>Reducing the number of first time entrants into the youth justice system</b> (measured by rate of first time entrants to the youth justice system per 100,000 young people aged 10-17)</li> <li>(ii) <b>Reducing Reoffending</b> (measured by number of reoffenders who reoffend within a 12 month rolling cohort)</li> <li>(iii) <b>Reducing the number of children and young people in custody</b> (measured by number of custodial sentences per 1,000 young people aged 10-17)</li> </ul> <p>In addition, maintaining good performance against the HYOT performance framework locally developed by the management board to incorporate the priorities of YOT partners and stakeholders. (These measures include: Education, Training and Employment, accommodation, risk and vulnerability assessment and planning, custody and remand planning, numbers of remands, referral order panel timeliness, looked after children offending, health outcomes, parenting interventions and victim satisfaction and engagement)</p>	<p>HCC1, HCC2, HCC3 SH3 CYPP2, CYPP3, CYPP4, CYPP5</p>
2	<p>Ensure strong financial management of HYOT and that it remains within budget for 2014/15; plan and prepare for future demand and financial pressures, the efficiencies required, to enable delivery of youth offending services that are fit for 2015 and beyond.</p>	<p>SH4</p>
3	<p>Ensure readiness for HMI Inspection and preparation for a good inspection outcome by continuing to improve performance and developing a more comprehensive quality assurance framework. The views of children/young people will be included/involved in improving quality and performance.</p>	<p>HCC1 SH1, SH3, SH4 CYPP2, CYPP3, CYPP4, CYPP5</p>

Priority no.	Priority description	Which corporate and departmental priorities does this link to? (e.g. CYPP1 - see priorities list below)
4	<p>Ensure readiness to both change and respond to national and local developments in youth and criminal justice, most notably:</p> <ul style="list-style-type: none"> <li>(i) The introduction of Assetplus</li> <li>(ii) The introduction of a new case management system</li> <li>(iii) The absorption of Unpaid Work from probation and its development</li> <li>(iv) The move of Junior Attendance Centres under local authority management</li> <li>(v) Work with police partners in incorporating the new national YJB police officer role profile</li> <li>(vi) SE7 Reducing the criminalisation of looked after children</li> <li>(vii) Health and Well-Being Needs Assessment – embed findings and actions including to work with public health and the public health children’s nursing service to embed the healthy child programme within the YOT</li> <li>(viii) Role out of Early Help Hubs</li> </ul>	SH1, SH3, SH4
5	Develop strong relationships, at board and strategic level as well as operational level, with the new National Probation Service and the new Community Rehabilitation Company in Hampshire. This will be particularly evident in the Youth to Adult transitions arena (Y2A).	HCC1 SH3, SH4 CYPP2
6	Embed the IOWYOT partnership within HYOT management as ‘business as usual’, and explore models of delivery, both strategically and operationally, that will benefit and enhance the performance and outcomes of both YOTs.	SH3, SH4 CYPP3, CYPP4, CYPP5

Priorities list:

Corporate aims		<i>Shaping Hampshire</i> priorities		Children and Young People's Plan 2012-15 priorities	
HCC1	Hampshire safer and more secure for all.	SH1	Health and wellbeing: improving health and wellbeing for all	CYPP1	Addressing the incidence and reducing the impact of poverty on the achievement and life chances of children and young people.
HCC2	Maximising wellbeing.	SH2	Economy: Promoting economic prosperity and protecting the environment	CYPP2	Securing children and young people's physical, spiritual, social, emotional and mental health, promoting healthy lifestyles and reducing inequalities.
HCC3	Enhancing our quality of place.	SH3	Communities: Working with communities to enhance local services	CYPP3	Providing opportunities to learn, within and beyond the school day, that raise children and young people's aspirations, encourage excellence and enable them to enjoy and achieve beyond their expectations.
		SH4	Efficiency: delivering high quality, cost-effective public services	CYPP4	Helping children and young people to be safe and feel safe.
				CYPP5	Promoting vocational, leisure and recreational activities that provide opportunities for children and young people to experience success and make a positive contribution.

## Section B – delivery section

The delivery section sets out the key activities that need to take place in order to achieve the service priorities. All activities should be delivered within agreed budgets and levels of workforce. Success measures are used to assess progress against activities and priorities.

Further guidance on establishing activities, success measures and targets is provided in the service planning toolkit, available online at:

<http://intranet.hants.gov.uk/childrens-services/pandp.htm>

Priority no.	Activity	Lead officer	Success measure	Baseline 2014	Target (or target date) 2015	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
						Current data	RAG rating	Commentary

Priority no.	Activity	Lead officer	Success measure	Baseline 2014	Target (or target date) 2015	Performance update section (to be completed at quarterly intervals, when requested by Planning & Performance Mngr)		
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1.	<p>Promote and develop prevention work and reduce first time entrants by:</p> <p>Providing support to CSD Early Help Hub team managers in supervising the delivery of Youth Crime Prevention work throughout Hampshire</p> <p>Develop a performance framework for prevention work to evidence effectiveness (provided to the Office of the Police and Crime Commissioner quarterly) and to include real time monitoring of offending by those who have received a prevention intervention.</p> <p>Effective use of YOT led Youth Restorative Disposals/Community Resolution, scrutiny of police use of out of court disposals at the Scrutiny panel and support of the pilot Peer Court Project led by the police in SE Hants.</p> <p>HYOT Participation in the Police Restorative Justice Board.</p>	<p>Mark Owen and Elle Snookes</p> <p>Mark Owen and Lesley Hook</p> <p>Team Managers with police partners, Paul Briggs and Lynn Barham.</p> <p>Alison Smailes</p>	<p>Maintain good performance in reduction of FTEs.</p> <p>Continued confidence from the PCC and therefore funding continued for a proportion of the YCP function.</p> <p>Use of out YOT led YRD/CR to support reduction in FTEs.</p> <p>Evidence of victim satisfaction via exit questionnaires.</p>	<p>388 (per 100,000 10-17 year olds)</p> <p>327</p>	<p>&lt;350</p>			

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1.	<p>Reduction of reoffending:</p> <p>Embed PYP (Priority Young Person) scheme in all areas to work with partners at targeting resource to those at the highest risk of reoffending.</p> <p>Review pilot of central county delivery of ISS and a review of programme/interventions to ensure they are evidence based, appropriate for the reoffending needs of children and young people and evaluated</p> <p>Participation in the YJB Reoffending Project and associated <b>reoffending action plan</b> to include: <u>Engagement of children and young people –</u></p> <p>Intervention Planning meetings to be undertaken for all new YROs across all teams.</p> <p>Compliance meetings with young people and their parents/carers for all those on the edge of breach</p> <p>Intervention plans to include reference and attention given to learning styles (VAC assessment to be used)</p>	<p>Team Managers, YOT police officers.</p> <p>Elle Snookes, Paul Briggs</p> <p>All team managers</p> <p>All team managers</p> <p>Karen Golden to lead</p>	<p>Reduction in reoffenders and reoffences</p>	36.5%	<p>&lt;33%</p> <p>Review and proposals by Dec 2014</p> <p>Summer 2014</p>			

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	<p>Induction pack updated and to be used at the beginning of all new interventions.</p> <p><u>Appropriate interventions for the client group and their risk/needs:</u>            Ensure interventions and resources available for girls.            YJB 'Girls Healthcheck' to be completed and discussed at management board – board member to be designated Girls' champion.            Ensure appropriate interventions available for offences of violence and domestic abuse (including Adolescent to Parental Violence).  <u>Ensure risk of reoffending and harm is assessed correctly and holistically:</u>            Audit of a selection of starts assets in August 2014 to identify any themes – YOT to then QA these findings and identify actions if underscoring apparent (suggested in the reoffending project data that it may be).  <u>Real time tracking/monitoring of offending data using YJB tool kit</u></p>	<p>Steve Morrison and Lynn Barham (via Participation and Diversity group)</p> <p>Part of the programme review (Elle Snookes and Paul Briggs).</p> <p>Matt Edom and Lynn Barham Learning lessons workshops – Mark Pontin.</p> <p>All team managers with teams.</p> <p>Paula Williams YJB. Mark Owen/ Linda Blainey</p>						

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1	Continue to support and refer to Wessex Dance Academy. HYOT provide 1 x FTE Arts Co-ordinator post within the Academy staffing complement.	Lorna Digweed	Academy evaluation Summer 2014 highlights concrete outcomes of reduced offending and other measures.					
1.	<p>Reduce custody: With partners, continue to develop resettlement pathways including – Children’s Services 16+ accommodation strategy and commissioning HYOT involved in use of and future commissioning decisions about Intensive Fostering and remand fostering (prevention of offending beds and alternative to secure remand). Maintain good links with courts through management board, LCJB and local user groups. Gatekeeping of PSRs by team managers to ensure strong alternatives to custody presented to the court</p>	<p>Mark Owen/Paul Briggs/Andrew Diggle</p> <p>Alison Smailes</p> <p>Alison Smailes and team managers.</p> <p>Team managers</p>	Reduction of children/young people age 10-17 per 1000 population given custodial sentences	<0.32	<0.25			
1.	Accommodation	Team managers	Young people in suitable accommodation at the end of their YOT intervention	83.7%	>95%			

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1.	ETE Maintain use of Rapid English throughout HYOT to improve literacy skills. Further outcome measures to be presented to the management board Autumn 2014 to give qualitative evidence of distance travelled. Embed ETE PAs within Supporting Troubled Families Local Co-ordination groups to reflect role expansion to this cohort.	Elle Snookes and Andrew Diggle	Young people actively engaged in suitable ETE at the end of their intervention (25+ hours school age, 16+ above school age)	54%	>75%			
1.	Risk assessment and Risk and Vulnerability management planning	Team managers	All children/young people have a ROSH/RMP and/or VMP if score medium or above on the core asset profile	ROSH 100% RMP 94.5% VMP 91.3%	100%			
1.	Supervision of and planning with children in custody	Team managers	All initial planning meetings held within 10 days YOT attend IPMs YOT ensure national standards contacts with young people whilst in custody	92.3%  92.3%  90.1%	100%  >70%  >80%			

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1.	Referral Order Panel Timeliness	RJ/ROA team and geographical team managers and teams	RO Panels conducted within 20 working days of sentence	71%	>65%			
1.	Restorative Justice  Training of all HYOT staff and specialist RJ staff in RJ using YJB specific RJ grant for 2014/15. RJ Conference for all four an Hampshire YOTs partners 31/10/14	Lynn Barham and RJ team	Number of victims who requested it worked with as % of all disposals closing a the period (direct or indirect)	56.5%	>25% (TBC)			
1.	Parenting interventions	Elle Snookes and Parenting Officers	Number of parenting interventions as a % of young person interventions Parents completing an intervention in the period	20.7% 61.9%	>20% >90%			

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1.	<p>Reducing looked after children in the Criminal Justice System</p> <p>HYOT participation in the HCC Care Matters Corporate Parenting Board and sub groups 'Your Future' and 'Your accommodation'.</p> <p>Local implementation of the SE7 protocol to reduce the criminalisation of looked after children and Hampshire protocol with police and all YOTs.</p>	<p>Alison Smailes</p> <p>Steve Morrison</p> <p>With DI Darren Barrett - police</p>	<p>The number of young people receiving a substantive outcome whilst CLA, as a % of total CLA aged 10+</p>	5.85%	<7%			
2.	<p>Service review/restructure of HYOT (following first stage senior management reduction and review in 2013/14) to ensure service is fit for the challenges from 2015 and beyond.</p>	<p>Alison Smailes with support of HYOT board</p>	<p>New structure in place by 1<sup>st</sup> April 2015 to meet the needs and demands of the HYOT workload going forward and ensure flexibility and management oversight with capacity to meet the complexity of risk and need of the children and young people within HYOT.</p>		<p>Staff consultation November 2014, new structure in place April 2015</p>			

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3.	<p><u>Inspection readiness:</u></p> <p>Further to the HYOT policy updates upon disaggregation in April 2012, implement a framework of review for all HYOT policies and procedures.</p> <p>Learning form IOWYOT SQS in April 2014 to be disseminated to HYOT teams; Head of Service to include inspection readiness during bi-annual visits to all team meetings</p> <p>Coaching support and training for team managers in management oversight and quality assurance of assessment and planning.</p> <p>HYOT QA framework to incorporate cases picked from regular 'inspection dummy' spreadsheets.</p> <p>New AssetPlus 'what do you think' to be piloted in two teams.</p> <p>Embed lessons of CSPPIs/CLR/ELRs within HYOT via learning lessons workshops for all staff during 2014-15 to include continuation with the court screening tool for vulnerability within the Youth Court.</p>	<p>Alison Smailes, Karen Golden (with Lisa Morgan IOWYOT)</p> <p>Team managers in team meetings</p> <p>Alison Smailes</p> <p>Mark Owen, Linda Blainey</p> <p>Karen Golden, Matt Edom/TMs.</p> <p>All staff and TMs/Mark Pontin trainer</p>	<p>Good inspection outcome on all domains.</p> <p>WrightLink commissioned and will deliver from September 2014 – confidence and consistency in QA and oversight from managers evident in internal QA processes and on case records.</p> <p>View of child evident in assessments and planning, and that of the victim.</p> <p>Holistic assessment, effective safeguarding from court arena. Learning from local practice and HMIP thematic inspection recommendations.</p>					

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3.	<u>Quality Assurance</u>  Further development of the HYOT QA framework to incorporate the current peer QA work reported quarterly to the board (on risk, vulnerability and intervention plans, and RO reports and PSRs) and new plans to develop tools that incorporate HMIP criteria to enable QA of APIS holistically.	Mark Owen	Board reports quarterly show QA activity and ratings, improved against the previous year.  QA tools fit for purpose and utilised routinely within HYOT practice					
4.	Ensure readiness for AssetPlus and the new case management system.	Mark Owen and Karen Golden	Implementation of AssetPlus not due in HYOT this financial year, however four' train the trainers' identified from within HYOT and ready to be trained.  New case management system (Capita One) in place by April 2015 and all staff trained					

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4.	Identification of bespoke unpaid work placements suitable for 16 and 17 year olds as part of the YRO.  Performance data on compliance and development of an outcome framework including outcomes for young people (reoffending, ETE) and communities.	Unpaid Work Placement officer and Lynn Barham.  UPW Placement officer, Mark Owen, Andrew Diggle, Linda Blainey	Unpaid work for 16 and 17 year olds fully implemented as a sentencing option for the courts with appropriate placements, and confidence of the courts to use them.  Reduction in reoffending					
4.	Develop local Hampshire information sharing arrangements and processes with the new EMS contract provider.	Matt Edom	Swift information exchange about compliance to assist in decisions about enforcement					
4.	Preparation and liaison with YJB and other neighbouring local authorities/YOTs (Southampton and Portsmouth) about provision and future planning for use of Junior Attendance Centres	Alison Smailes	JACs to come under LA management from 1.4.15					

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4.	<p>Liaison with Chief Supt Will Schofield regarding police resource/contribution review to all four pan Hampshire/IOW YOTs taking place during 2014/15</p> <p>Embed YJB police officer role profile within HYOT PC roles</p>	<p>Alison Smailes</p> <p>Team managers with police officers and police link managers</p>	<p>Clear police officer and police staff roles/functions within HYOT based on police review of contributions to all four YOTs (being undertaken 2014-15).</p> <p>Police contribution to the YOT meets demand and need and achieves joint YOT and Constabulary outcomes (including closer working with Safer Neighbourhood Teams)</p>					
4.	<p>Begin public health nurse pilot within HYOT NW team and Basingstoke Troubled families Local Co-ordination Group (from Sept 2014)</p> <p>Embed the 'Healthy Child' programme within the YOT (Public health children's school nursing service)</p>	<p>Alison Smailes, Amanda Dixon, Simon Bryant (HYOT board member /public health)</p>	<p>Develop learning from the pilot and outcomes presented to HYOT management board from Oct 2014 onwards – in turn this may lead to further resource across the YOT more widely.</p>					

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5.	<p>Ensure Y2A Transitions policy is maintained during the NPA and CRC changes, and develop local relationships with senior probation officers.</p> <p>Use of RSR tool by seconded probation officers (once IT issues are resolved by probation)</p> <p>Continuation of Y2A transitions pilot in NE team with Aldershot probation office – managed by Matt Edom, HYOT team manager</p> <p>Ongoing discussion with YJB to inform their negotiations about future formulas of probation contribution to YOTs and a Probation officer role profile</p>	<p>Team managers</p> <p>Seconded probation staff in HYOT</p> <p>Matt Edom, Alison Smailes and HIOW CRC managers.</p> <p>Alison Smailes</p>	<p>Transitions at 18 are fully planned and informed by risk, need and maturity.</p> <p>Evaluation November 2014 to inform how pilot will move forward from here – decisions to be taken by HYOT and CRC in December 2014.</p> <p>Probation resource in HYOT going forward that is fit for purpose and ensures expertise on risk (of harm in particular) and transitions are maintained and developed</p>					
6	<p>HYOT to continue to develop partnership with IOWYOT and provide management capacity and support. Further options and opportunities to do things jointly and work together to be explored for the benefit and learning of both YOTs.</p>	<p>Alison Smailes and Lisa Morgan with both mgt boards</p>	<p>Good performance in both YOTs, strong governance, stakeholder confidence and public reputation.</p>					

## Section C – Impact checklist

The impact checklist is based on a series of 'yes/no' questions, designed to assess whether service planning has considered and/or addressed risks; communication needs; and statutory requirements concerning equalities, community safety and biodiversity/sustainability. Further guidance is provided within the service planning toolkit, available online at: <http://intranet.hants.gov.uk/childrens-services/pandp.htm>

Key questions		Yes/No or N/A
(a) Risk management (full guidance on all aspects of risk management is available online at: <a href="http://intranet.hants.gov.uk/childrens-services/risk-and-business-continuity-management/cs-riskmanagement.htm">http://intranet.hants.gov.uk/childrens-services/risk-and-business-continuity-management/cs-riskmanagement.htm</a> ):		
1	Are there any risks to relating to the activities in your service plan?	Yes
2	If so, are measures in place to eliminate or reduce any unacceptable risks to an acceptable level? If no, please see the Children's Services risk management toolkit, available online at the above link.	Yes
3	Are contingency plans in place (if needed)? If no, please see the Children's Services risk management toolkit, available online at the above link.	N/A
4	Are there adequate resources to deliver the contingency plan? If no, please discuss with your line manager.	N/A
(b) Communications and participation:		
5	Does your service need any communications support? (e.g. internal or external awareness raising, promotional campaigns etc) If yes, please contact the Children's Services Communications Lead, Clare Prior (01962 845375).	No
6	Does your service plan include activities that will involve children, young people and families in planning, delivery and monitoring? Advice and guidance on participation is available from the Participation Team, see <a href="http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/participation.htm">http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/participation.htm</a>	Yes
(c) Equality and diversity (full guidance is available online at: <a href="http://intranet.hants.gov.uk/childrens-services/equalitiesdiversity.htm">http://intranet.hants.gov.uk/childrens-services/equalitiesdiversity.htm</a> ):		
7	Does your service plan include activities that will improve equality of access, particularly for those with 'protected characteristics'? (see below)	Yes

Key questions		Yes/No or N/A
8	Will the activities in your service plan have a positive impact on any of the groups of 'protected characteristics'? (see below)	Yes
9	Will any groups of 'protected characteristics' be disadvantaged by the activities within your service plan, or unable to use your service? (see below) If yes, then a full Equality Impact Assessment should be completed. Guidance is available online at the above link.	No
(d) Community safety (further information is available online at: <a href="http://intranet.hants.gov.uk/saferhampshire.htm">http://intranet.hants.gov.uk/saferhampshire.htm</a> ):		
10	Does your service plan include any activities that will reduce crime and disorder, or make it easier to prevent, or help to make people feel safer?	Yes
(e) Biodiversity and sustainability (further information is available online at: <a href="http://intranet.hants.gov.uk/sustainability/sustain-board.htm">http://intranet.hants.gov.uk/sustainability/sustain-board.htm</a> ):		
11	Will the activities in your service plan help to reduce the County Council's impact on the environment, or help the Authority to adapt to climate change? (e.g. by reducing energy consumption)	N/A

**Protected characteristics (Equality Act 2010):** The public sector equality duty covers eight protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership are covered, but only for the need to eliminate unlawful discrimination (aim 1 of the general duty)
- Race
- Pregnancy and maternity
- Religion or belief
- Gender
- Sexual orientation

Hampshire County Council is also committed to reducing inequalities between rural and urban areas of the county. Although not a statutory requirement, it is good practice to consider activities that will improve equality of access for people in rural areas.

**The general equality duty (Equality Act 2010):** Public bodies must have *due regard* to the need to:

1. eliminate unlawful discrimination; harassment; and victimisation and other conduct prohibited by the Act;
2. advance equality of opportunity between people who share a protected characteristic and those who do not; and
3. foster good relations between people who share a protected characteristic and those who do not.

The general duty applies to public authorities (including schools) **and** private/voluntary organisations carrying out functions on behalf of a public authority (either commissioned, or funded through grants). The duty applies to all work, including services, policy making, employment, procurement and decision making.

**Table 1. Partner Contributions to the Youth Offending Partnership Pooled Budget 2014/15**

Agency	Staffing costs (£)	Payments in kind – revenue (£)	Other delegated funds (£)	Total (£)
<b>Local Authority*</b>			1,956,000	<b>1,956,000</b>
<b>Police Service</b>	243,000			<b>243,000</b>
<b>National Probation Service</b>			409,000	<b>409,000</b>
<b>Health Service</b>			234,000	<b>234,000</b>
<b>Police and Crime Commissioner**</b>				<b>0</b>
<b>YJB Good Practice Grant</b>			1,447,000	<b>1,447,000</b>
<b>Other***</b>	133,000		219,000	<b>352,000</b>
<b>Total</b>	<b>376,000</b>	<b>0</b>	<b>4,265,000</b>	<b>4,641,000</b>

\*for multi authority YOTs the totality of local authority contributions should be described as one figure.

\*\*any money from the PCC has been routed through a local crime reduction partnership should be included here.

\*\*\*It should be noted that the 'Other' category is for additional funding that the YOT/YOS can use for any, or general, Youth Justice activities. Accordingly, funding such as the YJB grant for Restorative Justice or for Unpaid Work should not be included.