



Gloucestershire Youth Justice Plan 2021-22

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Foreword

The past 18 months has been a period of unprecedented challenge and turbulence due to the profound and enduring impact of the Covid 19 Pandemic. While we remain on a journey from response to recovery and the long-term impacts are yet to be full realised, emerging research tells us that it has impacted disproportionality on the most vulnerable and exacerbated pre-existing inequalities. This has profound implications for youth offending services and their work with the most vulnerable and complex young people in our community and poses a huge challenge for our practice, strategic leadership and governance of youth justice in the county.

As part of the national response to Covid, the Youth Justice Board waived the requirement for an Annual Youth Justice Plan for 2020/21 asking instead that localities provide a response/recovery plan following a format they provided. Gloucestershire's YOS used this proactively to support the continuation of service provision for young people as part of the wider multi-agency response put in place across the county. This proved to be very effective in not only sustaining services but also continuing to deliver good performance against key indicators such as first-time entrants, reoffending and custody. The contribution of the *Children First* diversionary initiative cannot be overstated particularly in avoiding the delays to the administration of justice for young people that have occurred in other areas. Staff and managers have shown great resilience and creativity in sustaining services for young people

For 2021/22, the YJB has reinstated the requirement for localities to publish an annual youth justice plan. In March this year, they revised their Youth Justice Plans: YJB Practice Guidance March 2021 setting out their expectations for local plans including responding to the pandemic and recovery from Covid 19. It also extends the focus beyond the core youth justice preoccupations of first-time entrants, reducing offending and custody, to explore child criminal exploitation, over-representation, elective home education and Education, Health and Care Planning (EHCP). This broader reach acknowledges the critical impact of a lack of education provision and health inequalities as criminogenic factors, as well as the broader themes of the increasing proliferation of EHE and EHCP and the need for youth justice services and the Partnership Board to understand the system connections and interdependencies in their areas.

Whilst the return to an established cycle of assessment, planning and delivery is to be welcomed, it must deliver more than a return to the pre-pandemic position. We need, as a service and partnership, to be proactive and nuanced in our response if we are to meet the needs of young people and a wider community whose habits and norms have been profoundly disrupted. This plan reflects our local needs as well as meeting the requirements of the YJB revised guidance. It will require the support of all partners both statutory and non-statutory if we are to realise its aims. I urge you to give your full support to this plan and the priorities therein.

Andy Dempsey
GCC CS Director of Partnerships and Strategy
Chair Gloucestershire Youth Justice Partnership Board
June 2021

Introduction, vision, and strategy

1.0 Statement of Purpose

- 1.1 Section 39 of the Crime and Disorder Act 1998 introduced the statutory requirement for local authorities to establish one or more Youth Offending Teams/Services (YOTs/YOS) in their area, with each requiring the involvement of the local authority, Police, NHS, and Probation Services as statutory partners. In Gloucestershire, this responsibility rests with Gloucestershire County Council.
- 1.2 The primary aim of the Gloucestershire Youth Offending Service (YOS) is to prevent offending and reoffending by children and young people under the age of 18 and ensure the best outcomes for children by seeing the child first and the behaviour second. This is done through early intervention, practical and effective partnership working, and information sharing.
- 1.3 Research published this year from Loughborough University entitled [‘Child First Justice: The research evidence-base’](#) clarifies the Child First principle through four tenets:
- See children as children.
 - Develop pro-social identity for positive child outcomes.
 - Collaboration with children.
 - Promote diversion.
- 1.4 We continue to be progressive through replacing criminalising sanctions with restorative approaches, ensuring a speedy response by reducing bureaucracy and recognising and responding to the underlying causes of offending and anti-social behaviour, and the needs of victims. We recognise that young people who offend are often themselves vulnerable and that traditional criminalising sanctions can be ineffective, inappropriate, and disproportionate. Gloucestershire continues to lead the way in effectively diverting children away from the Criminal Justice System and we continue to push boundaries and challenge traditional cultural and systemic responses to youth offending in the interests of children, young people, and the wider community.

2.0 Introduction

- 2.1 In Gloucestershire, the YOS are incorporated within targeted youth support through the County’s Youth Support Team (YST), a multi-agency, multi-disciplinary service, commissioned by Gloucestershire County Council and delivered by Prospects, part of the Shaw Trust Charity. The integrated model this provides means that support can be delivered at the earliest prevention stages or equally sustained beyond the young person’s Court Order. The overarching aim is to support young people to achieve their potential and prepare them to make a successful transition to adulthood.
- 2.2 Section 39 (1) of the Crime and Disorder Act 1998 requires the co-operation of named statutory partners to form a YOS. Section 38 (2) identifies statutory partners and places upon them a duty

to co-operate to secure youth justice services appropriate to their area. Additional partners are recruited to the joint strategic effort to prevent offending and reoffending.

- 2.3 The responsible Local Authority is also required, after consultation with partner agencies, to publish a Youth Justice Plan each year outlining the composition of, and funding for, their YOS and the functions it is to carry out. This includes the steps taken to encourage children not to commit criminal offences.
- 2.4 Local governance for the YOS is provided by the Gloucestershire Youth Justice Partnership Board (YJPB), comprising of representatives from the statutory partners (above) and relevant local agencies. The Youth Justice Plan 2021/22 will be approved by the Youth Justice Partnership Board Chair. Following consideration by the statutory partners, the Youth Justice Plan will be considered by Cabinet prior to approval by Gloucestershire Council, as required by its constitution.
- 2.5 The national outcome measures for Youth Justice continue to comprise reductions in the number of first-time entrants, in the numbers and frequency of young people reoffending, and in the numbers of young people sentenced to custody. Gloucestershire YOS is also required to meet additional statutory requirements including the Standards for [Children in the Youth Justice System](#) introduced in April 2019 and national inspection regimes.
- 2.6 In addition to the national outcome measures, we have a series of local measures which include tracking the numbers of young people in contact with the Criminal Justice System (CJS) who are in education training and employment (ETE), those known to Children's Social Care, and those engaging in Gloucestershire's diversion scheme, *Children First*. We also contribute to the local priorities to meet the needs of Gloucestershire's young people, their families, victims of crime and communities.
- 2.7 Gloucestershire YOS are on a continual journey towards excellence and therefore we seek out opportunities to learn and develop our practice. Recently we have collaborated with Why Me? a Restorative Justice Charity. Why Me? were awarded funding to work with 3 YOSs over two years in order to identify ways to increase the use of restorative justice and engage victims, and they made the decision to work with Gloucestershire YOS on the first project. The collaboration is coming to an end and the findings are being published imminently.
- 2.8 We continue to work with the Centre for Justice Innovation and the Youth Endowment Fund (YEF) in order to further improve our provision, specifically focusing on widening the criteria for diversion to tackle disproportionality in the criminal justice system. We are also exploring and testing the efficacy of online group work to address violent behaviour.
- 2.9 This document sets out how the partnership will be provided and funded within Gloucestershire over the next 12 months.

Governance, leadership, and partnership arrangements

3.0 Structure and governance

- 3.1 A Youth Justice Partnership Board is in place to oversee the effectiveness of Gloucestershire YOS and provide strategic direction. It is chaired by the local authority's Director of Partnerships and comprises of senior representatives from the National Probation Service, the PCC, District Councils, Police, Health, Children's Social Care, Restorative Gloucestershire, Education, Courts, Prospects (commissioned as the YST which incorporates the YOS), Commissioning, Early Help and the YJB. The Board meets quarterly and oversees the quality of delivery and its success in terms of delivery key aims and objectives.
- 3.2 The YOS Head of Service reports into the Operations Director of the Youth Support Team who is, in turn, accountable to the Assistant Director Commissioning, GCC's Director of Children's Services and Children's Services Senior Leadership Team.
- 3.3 The YOS is an integrated service, and the Head of Service has a broad portfolio of services including all Youth Justice related activity, targeted and open access youth work and activities, and the Liaison and Diversion service. Delivery is via a structure comprising small multi-disciplinary teams to ensure that a child's journey is seamless (See Appendix A structure chart).
- 3.4 This work also sits within the wider YST portfolio, which delivers a variety of services to vulnerable young people. The inclusion of the YOS staff in this integrated model enables the sharing of expertise and transferable skills that allows for a more co-ordinated and timely response to individual young people who often have multiple and complex needs.
- 3.5 In addition to the Youth Justice Partnership Board, the YOS Head of Service also sits on the following Boards - Gloucestershire Criminal Justice, Gloucestershire Prevent, Channel Panel, MAPPA, Safer Gloucestershire, Serious Organised Crime Prevention Strategic, and Restorative Gloucestershire. Safer Gloucestershire provides the strategic framework for county-wide community safety activity including Youth justice and provides a forum for the discussing issues that cannot be resolved within the YJPB.
- 3.6 The Gloucestershire Safeguarding Children Partnership (GSCP) receives performance information on youth justice.

4.0 Quality Assurance and Performance

- 4.1 The Youth Justice Improvement Plan has been revised to ensure that we continue to improve practice and outcomes for young people. The Head of Service for Youth Justice will oversee the plan and will engage with partners to undertake the check and challenge function. Quality assurance is undertaken through the following mechanisms:
- Internal Quality Improvement Board – overseen by the YOS HoS
 - Service User Feedback including National Standard Review meetings with young people and their parents and Youth Support Team Customer Surveys

- Internal and external audit and inspection

4.2 The YST Performance and Quality Officer is responsible for ensuring we comply with the YJB's data requirements and oversees the submission of data and returns in line with the YJB timetable.

4.3 In addition to the quality assurance measures outlined above, the Gloucestershire Youth Support Team is well established with the Children's Services Quality Assurance Framework which was implemented in June 2018. This seeks to ensure that there is a focus on understanding and improving the impact of work with children and families and includes:

4.4 Monthly performance surgeries scrutinise data in order to identify key issues and ensure decisive action is taken to improve outcomes for children and young people. These have led to increased timeliness and improved performance.

4.5 We also complete two case file audits of youth justice interventions each month to identify good practice and highlight and address areas for development. Further training is scheduled in order to increase the number of auditors and moderators across the YST to ensure resilience for this element of quality assurance and coverage of all aspects of practice.

4.6 Recent audits have shown there is evidence of improving practice in relation to planning, recording, risk assessments and management oversight. In addition, there continues to have been consistently positive findings in relation to workers engagement and relationships with children, young people and their parents/carers. Areas identified for further development include ensuring that assessments are analysed fully to better inform intervention plans, and that the impact of a young person's identity is incorporated within those assessments.

5.0 Partnerships and staffing

5.1 The Crime and Disorder Act 1998 requires partner agencies to allocate staff to the Youth Offending Service. We have the following staff seconded to the Youth Support Team to support youth justice work and our wider work with vulnerable young people:

- 2.0 (FTE) Police Officers
- 0.5 (FTE) National Probation Officer plus we share a 0.8 (FTE) Probation Support Officer with Swindon and Wiltshire – recruitment is under way for this post
- Health Team – 3.0 (FTE) Mental Health Worker, 0.6 (FTE) Physical Health Nurse, 0.8 (FTE) speech and Language Therapist, 1.0 Substance Misuse Worker

5.2 The Youth Support Team has one Child Sexual Exploitation Case Responsible Officer (CSE CRO). The specialist youth engagement worker works within the multi-agency CSE team in Gloucestershire. This comprises of Police from the Public Protection Bureau, Social Care and our Youth Worker. They work with the Constabulary to seek to engage young people who we are concerned may be at risk or involved in CSE. The CRO works within the Community and Youth Justice Teams and leads on casework around CSE. The wider YST also have a team of specialist CSE workers who sit within the county's Referral and Assessment Teams and work with those at

risk of CSE. They also provide advice and guidance to Social Workers and Youth Justice Practitioners.

- 5.3 The YST act as the front door to the service and track all young people who go missing and undertakes return interviews to all young people not open to social care. They also offer independent return interviews for all young people who go missing. We have shifted our processes to ensure a more efficient way to increase the number and timeliness of return interviews completed, for those not known to Children's Social Care or those requiring an independent interview, and to ensure this information is reflected in assessment and planning across the service.
- 5.4 The YST contracted by GCC also provide Youth and Activity Workers, Liaison and Diversion support, additional NEET and Health support, housing advice and guidance, and training opportunities for staff through the wider integrated service and the parent charity Shaw Trust.
- 5.5 All staff are trained in Prevent and aware of their responsibilities in relation to it. Gloucestershire YOS HoS acts as the point of contact within the service for Prevent and is also sits on the Channel Panel and on Gloucestershire's Prevent Board.
- 5.6 The '*Children First*' project is firmly established and is a partnership between GCC, the Youth Support Team, Gloucestershire Constabulary, the Police and Crime Commissioner, Victim Support and Restorative Gloucestershire.
- 5.7 Additional training delivered to frontline practitioners has included BASE risk assessment training, updated safeguarding, supervision training, unconscious bias training, and conflict resolution and de-escalation workshops.
- 5.8 Following a review of Community Safety in Gloucestershire, Safer Gloucestershire has been established to provide countywide strategic oversight of Community Safety and to ensure there is a strategic needs analysis to enable better targeting of resources and inform priority setting. Gloucestershire YOS is represented on this group by the Head of Service and ensures our work with young people is incorporated into this area of work.

6.0 Partnership arrangements

- 6.1 The service has strong links with the following services and agencies:
- 6.1.1 **Police and Crime Commissioner** – The PCC provides financial support to the Youth Offending Service alongside additional funding to support work in the custody suite.
- 6.1.2 **Gloucestershire Constabulary** – The Youth Offending Service have designated links with the Police for strategic and operational oversight of our work. We work closely with the Police on the following key areas:
- Out of Court Disposals – weekly panel for decision-making and oversight panel
 - PACE Transfer
 - Provision of Appropriate Adults

- Liaison and Diversion
- Reoffending Project
- Restorative Justice
- Missing, Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)
- Prevent
- Management of high risk and prolific offenders

6.1.3 **Probation Service** – We have a 0.5 (FTE) experienced Probation Officer seconded into the service who works with high-risk young people and ensures successful transitions into Probation. They bring a wealth of experience in managing high risk offenders and other areas of work such as MAPPAs and work with sexually harmful behaviour. In addition, we are currently working with the National Probation Service (NPS) and have created a pilot to tackle transition for when young people within the Criminal Justice System move over into Probation. Our seconded Probation Officer is extremely skilled at working with young people and so the other half of her role now involves her only working with those young people transitioning to adulthood from YST. This will mean those young adults benefit from a continuity of expertise and support as they move into adult services.

6.1.4 **Children’s Social Care** – We have a strong relationship with Children’s Social Care and work with the Police and Social Care to support missing young people, those at risk of CSE/CCE and management of Prevent/Channel cases.

6.1.5 **Restorative Gloucestershire** – We work closely with Restorative Gloucestershire, reporting directly regarding our restorative justice interventions. The *Children First* diversion scheme has improved the restorative offer for Out of Court Disposals.

6.1.6 **Health** – We work closely with health colleagues on our Liaison and Diversion Project, interventions and support for young people that self-harm, and young offenders. The internal YST Health Team provide support around substance misuse, and physical and mental health for young people within the Youth Justice arena.

6.1.7 **Education** – We have oversight of all young people with additional needs within the Criminal Justice System and work together to explore previously unidentified needs and pathways for assessment and support.

Resources and services

7.0 Resources and value for money

7.1 Gloucestershire YOS exceeds the minimum staffing requirements set out in the Crime and Disorder Act 1998 for a multi-agency Youth Offending Team. This includes Youth Workers, Programme Officers, ETE practitioners and seconded staff from the National Probation Service, Health, and Police.

7.2 Gloucestershire YOS recruits, trains, and supports volunteers from the local community to act as Referral Order Panel volunteers. There are currently 13 Referral Order Panel Volunteers but due

to the minimal need as a result of *Children First*, we are looking at ways of engaging volunteers across other areas of our work. We are in the process of recruiting a full-time Volunteer Co-ordinator to really enhance our support of young people.

7.3 Appropriate Adult Services in Custody are provided by CCP, commissioned by Gloucestershire County Council. Gloucestershire YOS HoS works closely with CCP to ensure work is aligned and attends Contract Monitoring meetings to ensure the partnership remains robust.

8.0 Breakdown of YJB grant expenditure - See Appendix 3

8.1 As the YOS is part of the multi-disciplinary Youth Support Team, we have access to:

- Substance Misuse Workers
- Teenage pregnancy specialists
- Speech and Language specialists
- Exploitation and Missing support
- Housing Advisors
- Social Workers
- NEET Workers
- Youth Workers
- Activity Workers

8.2 YOS Budget – England - Costs and Contributions

Agency	Staff Costs	Payments in kind - revenue	Other delegated funds	Total
Local Authority	£891,708		£141,501	£1,033,209
Police Service		£62,000		£62,000
National Probation Service		£7,750	£5,000	£12,750
Health Service	£191,220	£194,000	£30,344	£415,564
Police & Crime Commissioner	£160,527		£25,473	£186,000
YJB	£480,807		£67,226	£548,033
Other				£0
Total	£1,724,262	£263,750	£269,544	£2,257,556

- Structure Chart - See **Appendix 1**
- Ethnicity and Gender Information - See **Appendix 2**
- Expenditure - See **Appendix 3**

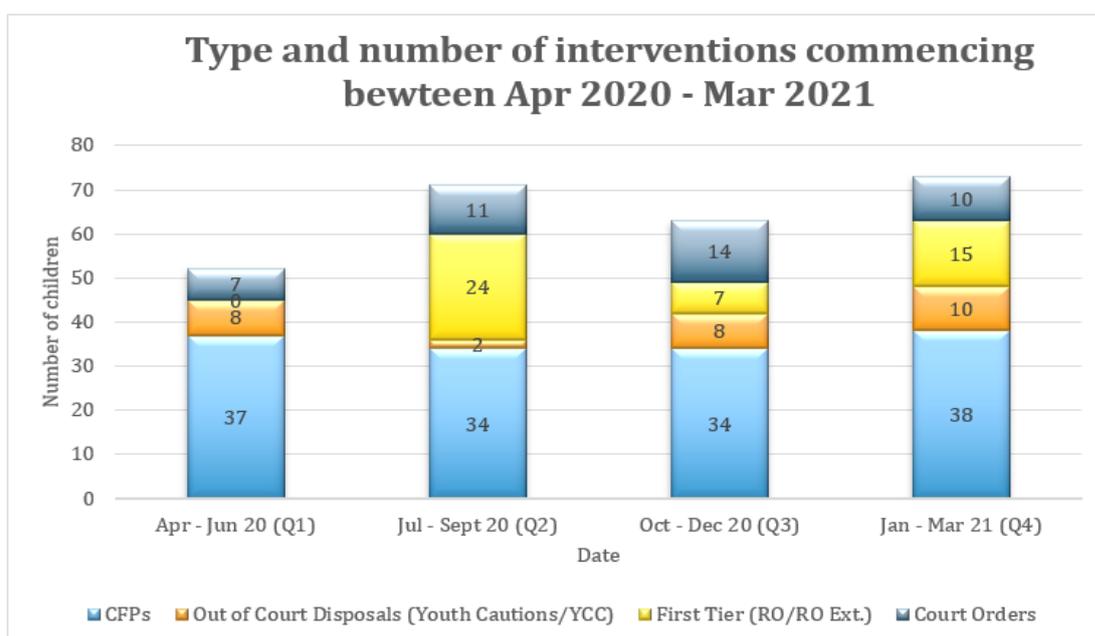
Performance and priorities

9.0 Review of 2020/21

9.1 In 2020/21, and despite the challenges of the pandemic, local figures indicate the service performed well. In terms of comparison, the latest published data up to December 2019 shows Gloucestershire First Time Entrant (FTE) rates are significantly lower than all other YOS in the

South-West, and also the lowest in the our YOS Family Group (other local authorities that are statistically similar to Gloucestershire across a variety of factors, including socio-demographic, socio-economic and health data). We are also demonstrating strong outcomes in terms of reoffending, and the custody rate has also decreased and continues to remain lower than the national average.

- 9.2 Our performance for the number of reoffences per offender is improving – the latest three-month cohort (Oct 2018 – December 2018) shows an average of 3 compared to 4.35 for our Family Group and 3.91 nationally. Our reoffences per offender for the yearly cohort is an average of 3.13, compared to 4.08 for our Family Group, and 3.89 nationally.
- 9.3 Our binary reoffending performance for the three-month cohort is also good – 30.8% compared to 34.5% for our Family Group and 37.3% nationally. However, our yearly cohort is slightly higher at 40% compared to 34.7% for our Family Group and 37.8% nationally.
- 9.4 The revolutionary diversion scheme (*Children First*) that was introduced in Gloucestershire in 2018 is now well-established in the county and recognised as the primary disposal route for the majority of children who commit an offence. In 2020/21, 144 (55%) of the 261 outcomes were diverted away from the formal CJS and processed through *Children First* Pathways (CFPs), with only 85 of the most complex children entering the formal CJS.
- 9.5 Between its inception and the end of 2020, 622 children in Gloucestershire who had offended were prevented from being unnecessarily criminalised through effective diversion. This means that two thirds of the cohort who had offended avoided formal interventions which otherwise could have a detrimental impact on their future life chances. In addition, as the diversion scheme is a very efficient system these young people have had their needs identified and addressed in a timely manner, thereby increasing the likelihood of preventing further offending. The latest available data (July 2019 – September 2019) shows a reoffending rate of 18% for those processed through *Children First*, compared to a national reoffending rate of 27% for those young people awarded Cautions.



10.0 First Time Entrants (FTE)

10.1 A first-time entrant (FTE) to the criminal justice system is a Young Person aged 10 to 17 years of age who has been recorded in the Police National Computer (PNC) as having received their first conviction, caution or youth caution. The tables below summarise FTE performance in Gloucestershire. It should be noted that annual data measurements would usually be taken from April to March however for FTEs we are using a January to December timeframe. This is because *Children First* was implemented in January and by using this timeframe we can directly relate nationally published data that aligns with the commencement of *Children First*.

First Time Entrants - Actual numbers					
Year	Jan – Dec 2015	Jan – Dec 2016	Jan – Dec 2017	Jan – Dec 2018	Jan – Dec 2019
Gloucestershire	162	162	145	40	38

10.2 In January 2018, Gloucestershire introduced a new diversion scheme, *Children First*, to help reduce the number of young people entering the formal criminal justice system. Although in Gloucestershire we had continued to see a steady decline in the number of FTEs, there has been a significant reduction since 2018, when the scheme was introduced. The yearly average pre-*Children First* was 156 FTEs, compared to a yearly average of 39 FTEs post *Children First*. We are performing considerably better than the national and South-West averages in relation to this measure.

First Time Entrants PNC Rate - Per 100,000 of the 10-17 Population					
Year	Jan – Dec 2015	Jan – Dec 2016	Jan – Dec 2017	Jan – Dec 2018	Jan – Dec 2019
Gloucestershire	294	295	263	72	67
South-West	376	337	299	242	195
Nationally	371	328	294	236	207

10.3 Achieving further reductions will be a significant challenge given our consistently low baseline performance in relation to FTE. However, a recent development is the option to include cases where a child provides a ‘no comment’ interview to Police. Previously such scenarios were outside the remit of the diversion scheme as there was a prior requirement for the child to accept some responsibility for their behaviour. In an effort to widen the number of children who can be diverted, Gloucestershire Constabulary have agreed to allow no comment cases to be reviewed by the *Children First* Joint Decision Panel (JDP), which should provide even further reductions in the number of FTEs in Gloucestershire going forward. It is hoped that this new process may also go some way to addressing some aspects of disproportionality. On occasions, those from ethnic minorities or the more vulnerable who are wary of authority and formal services may offer a no comment interview. By allowing ‘no comment’ scenarios to be considered by the JDP, children in these groups should not be unduly penalised.

11.0 Reducing reoffending

- 11.1 Reoffending is a key determinant of service effectiveness and is measured via a cohort of young people who, between a period of time after receiving an outcome, commit a further offence(s). These young people are then tracked in quarterly and annual cohorts. Sometimes, a young person may commit an offence within the 12-month period they are being tracked but the case may not have progressed to the Courts within the 12-month period so are tracked for a further 6 months to allow for any offence to be proven in Court.
- 11.2 The number of reoffences per offender has decreased again, putting Gloucestershire significantly below both South-West and national rates.

LOCAL QUARTERLY DATA

	No. of Young People in Cohort	No. of Reoffenders	No. of Reoffences	Reoffences per Reoffender	% BINARY Reoffending rate
Oct 18 – Dec 18	26	8	24	3.00	30.8%
Jul 18 – Sep 18	24	8	25	3.13	33.3%
Apr 18 – Jun 18	16	8	22	2.75	50.0%
Jan 18 – Mar 18	22	10	48	4.80	45.5%
Oct 17 – Dec 17	52	14	77	5.50	26.9%
Jul 17 – Sep 17	58	17	87	5.12	29.3%
Apr 17 – Jun 17	79	18	80	4.44	22.8%
Jan 17 – Mar 17	75	18	95	5.28	24.0%

LOCAL ANNUAL DATA

	No. of Young People in Cohort	No. of Reoffenders	No. of Reoffences	Reoffences per Reoffender	% Binary Reoffending
Apr 18 – Mar 19	95	38	119	3.13	40.0%
Apr 17 – Mar 18	211	59	292	4.95	28.0%
Apr 16 – Mar 17	307	111	454	4.09	36.2%
Apr 15 – Mar 16	314	126	435	3.45	40.1%

REGIONAL AND NATIONAL ANNUAL DATA

Reoffending rates per cohort – Regional and national			
Locality	Year	Reoffences per Reoffender	Binary Reoffending %
South-West	Apr 18 – Mar 19	3.89	38.2%
National	Apr 18 – Mar 19	3.91	37.8%

11.3 The most recent national data (April 2018 – March 2019) indicates that Gloucestershire’s binary reoffending rate has increased to 40% which is slightly higher than South-West and national rates. However, the size of the reoffending cohort has reduced by 73% from 2015 as a direct result of *Children First*. Furthermore, whilst the binary rate has slightly increased, the actual number of reoffences has dramatically decreased by nearly 73% from 2015/16, which is exceptional performance.

11.4 In addition, local indicators for 2020/21 are looking even more favourable, with further significant reductions in the number of young people reoffending, and another big decrease in the number of reoffences committed. However, it is sensible to wait for the national publication of these figures as they may be subject to change.

11.5 Reducing reoffending amongst children subject to court orders continues to be a significant challenge as these children are likely to have experienced significant trauma, Adverse Childhood Experiences (ACEs), and have multiple, complex needs. Their behaviour is also likely to be entrenched and persistent. Whilst *Children First* will be impacting on ensuring their needs can be identified earlier, they require specialist input, assessment, risk management and support from experienced and suitably qualified workers in the multi-agency teams, in order to help them turn their life around.

12.0 Custody

12.1 The use of custody measures when a young person is sentenced in court for a period of time to a Young Offenders Institution/Secure Training Centre or Secure Children’s home.

Custody – rate per 1,000 of the 10-17 population					
	Apr 16 – Mar 17	Apr 17 – Mar 18	Apr 18 – Mar 19	Apr 19 – Mar 20	Apr 20 – Mar 21
Gloucestershire	0.11	0.15	0.07	0.11	0.09
South West	0.15	0.19	0.11	0.11	0.06
Nationally	0.44	0.37	0.31	0.23	0.13

12.2 Gloucestershire YOS consistently reports low custody rates and always performs significantly better than national averages. Due to a significant drop across the South-West, we are slightly higher than the SW average this year. However, as previously noted, our cohort is extremely

complex, and some offences were significant enough to warrant substantial custodial sentences over the last two years, and these young people remain in custody.

12.3 Actual numbers of youth custodial sentences imposed on Gloucestershire young people in 2020/21 were 5 which continues the downward trend from 17 in 2015/16. This continues to represent a significant decline in the use of custody overall at a national level.

13.0 LOCAL PERFORMANCE MEASURES

13.1 Education Training and Employment

13.1.1 Education, Training and Employment (ETE) is a significant factor in reducing the risk of reoffending by children and young people. This has become a greater challenge over recent years, reflecting the changes to this cohort of young people on the edge of the criminal justice system who now have multiple and increasingly complex and multiple needs and whose offending behaviour is often entrenched. These young people are often the hardest to engage and sustain in ETE, particularly if they have been disengaged from ETE for a period of time.

13.1.2 Gloucestershire YOS has a dedicated Education Lead Case Responsible Officer (CRO) who works alongside caseworkers, education providers and colleagues in the Local Authority to improve educational outcomes for children who come into contact with the criminal justice system in Gloucestershire. This can be particularly effective for children diverted from the formal system, as we can work in partnership to prevent exclusion or enable reintegration into an education setting whilst avoiding unnecessary criminalisation.

13.1.3 In the previous year, 37% of all offenders completing a Youth Justice Intervention in 2020/21 were NEET, which is a 20% improvement over the last two years. It is worth noting that whilst the NEET team within the integrated Youth Support Team (YST) provide support to these young people, there are fewer employment and training opportunities available to them, particularly given their complex risks and needs, alongside a lack of any formal qualifications. The COVID pandemic has further limited the opportunities, particularly for the complex/vulnerable young people known to the YOS.

13.1.4 Gloucestershire YOS have access to the Local Authority's education database and undertake checks for all young people entering or existing within the youth justice arena. There are key themes emerging amongst this cohort, which include: poor attendance rates, high rates of exclusions, the prevalence of Special Educational Needs and other additional needs.

13.1.5 For example, in 2020/21, of those young people whose interventions ended, 29% had an Education Health Care Plan, 76% had identified SEND, a staggering 97% (44 out of 45) had experienced at least one school exclusion, and 64% of these had been permanently excluded. As a result of the pandemic all of the children who were in this cohort had less than 50% attendance at school in the last year. This will be a key priority for the Service and the Board in the coming year.

13.1.6 Our Education Lead CRO carries out thorough checks on every young person we work with in the YOS, and also carries out SEND screening. The relevant school for each young person is also

contacted and the YOS CRO details are passed on, so we can be updated going forward in terms of attendance and/or behaviour concerns. Where a young person is struggling at school, our Education Lead will work with them and their Parent/Carer to attend school meetings, including readmission meetings where they have received a fixed-term exclusion, and will also support the Parent/Carer through the appeal process after a permanent exclusion.

13.1.7 There are some Alternative Provisions that we work very regularly with due to the complex needs of the young people in the CJS. Our Education Lead attends a monthly multi-agency meeting to ensure our young people are receiving their full education entitlement.

13.1.8 Where a young person has needs that have not yet been fully identified or are in the process of being explored, our Education Lead will support the young person, Parent/Carer and the school through Gloucestershire's SEND Graduated Pathway. We also support Education, Health and Care Plan (EHCP) applications. Where an application is successful, we will then work alongside the Specialist Commissioning Team to organise and accompany the young person and their Parent/Carer to visit any specialist schools if required.

13.1.9 In circumstances where a young person already has an EHCP, our Education Lead ensures that our team, and the young person and their family have a copy of the plan so we can work cohesively to address their needs. If a young person with an EHCP is sentenced to custody, we ensure this plan is also forwarded to the Education Lead in the Secure Estate.

13.1.10 Young people with EHCPs are supported during their transition to Post 16 Education, Training or Employment (ETE) and this can include accompanying them to visit Colleges, Training Providers or other venue as required. Where a young person does not have Post 16 provision identified, we work with the Specialist Commissioning Team to ensure the young person is able to access some form of ETE. We then continue to support those with EHCPs post statutory education to ensure consistency and good service during their transition.

13.1.11 For any young people open to the YOS who are registered as Elective Home Education (EHE), our Education Lead has regular contact with the Education Inclusion Service (EIS), and will work collaboratively with the allocated staff member within their team to ensure the young person continues to be supported. There are currently 8 children open to Gloucestershire YOS who are registered as EHE, which equates to 3.6%.

13.1.12 The YOS Education Lead also attends the multi-agency Intervention Circles fortnightly and all Secondary School Team Around the Locality Clusters (TALCs). In addition, they also work alongside the Virtual School to ensure the education needs of those children open to YOS and in care are fully provided for.

13.2 Restorative Justice

13.2.1 Restorative Justice is a critical aspect in terms of reducing reoffending and all victims continue to be invited to participate in restoration. To further enhance our offer, Gloucestershire YOS have recruited a Restorative Justice Practitioner and we are collaborating with Restorative Gloucestershire to ensure the practitioner is fully trained in all aspects of restorative justice. As previously referenced, during 2020/21 the YOS worked with the charity Why Me? around

restorative practice. The learning from this work will be adopted to ensure that improvements are made wherever possible.

- 13.2.2 Our objective is to ensure both victims and children who offend have the opportunity to explore the offending behaviour in order to redress the harm caused and reduce future reoffending. Research analysed by the Ministry of Justice has shown that effective restorative justice practice can reduce the frequency of reoffending by 14 per cent – [Green Paper Evidence Report – Breaking the Cycle: Effective Punishment, Rehabilitation and Sentencing of Offenders](#).
- 13.2.3 Restorative Gloucestershire are also a key partner in the *Children First* scheme and have facilitated a number of face-to-face conferences in Gloucestershire between children who have offended and their victims. The service also has good links with Victim Support including signposting and liaising regarding support for victims.

13.3 Children’s Social Care

- 13.3.1 During 2020/21, 52 of the 85 of children made subject to formal or informal youth justice interventions in Gloucestershire were open or known to Children’s Social Care at the time, which equates to 61%. This is compared to 39 of the 136 children processed through *Children First* Pathways, which equates to 29%. Going forward we intend to explore the history of those children awarded Cautions or other formal sanctions to clarify whether they have previously been offered, and taken, the opportunity to be diverted through *Children First*. It is critical that those children with complex needs are provided the same opportunities for diversion where appropriate.
- 13.3.2 Gloucestershire’s Children Services was rated inadequate by Ofsted in 2017 and continues on an improvement journey. We have a strong and close working relationship with Children’s Social Care which benefits the children because we collaborate on assessments, support and intervention where appropriate. We are developing a protocol between YOS and Children’s Social Care to ensure our practices are aligned.

13.4 Health

- 13.4.1 Gloucestershire YOS remains committed to increasing workers’ understanding of the impact of health needs on children and young people’s offending behaviour and subsequently the number of referrals to the Health Team within Gloucestershire YOS.
- 13.4.2 There are many aspects of health that affect a young person. Dental issues due to many young people not visiting a dentist regularly. The combination of a poor diet and lack of dental hygiene can have a result on physical health such as abscesses, and mental health issues such as poor self-esteem.
- 13.4.3 As noted, many young people within the YOS have poor education attendance, which means they are likely to miss essential vaccines that are a regular part of a school child’s life, leaving them vulnerable to illness.

- 13.4.4 Nutrition and healthy eating are other aspects that tend to impact young people who are not in a family or school routine, and poor diets consisting of high fat and high sugar mean there are increasing levels of young people presenting as obese. Further impacts include an inability to concentrate or regulate their behaviour, as well as issues such as poor self-esteem and emotional health issues. Eating disorders are another aspect causing severe detrimental impacts to some young people.
- 13.4.5 There are also concerning numbers of young people presenting with undiagnosed Learning Disabilities. Common scenarios relate to young people displaying behaviours synonymous with Attention Deficit Hyperactivity Disorder (ADHD) and/or Autism Spectrum Disorder (ASD). Due to poor school attendance many miss out from formal diagnosis but it is very likely that recognition of these needs may have prevented the kinds of behaviour they may have been excluded for, leading into risks of offending behaviour and poor emotional health.
- 13.4.6 Our Physical Health Nurse has noted that without question, the most common issues young people are currently presenting with links to emotional and mental health concerns. Many have low self-esteem, low mood, and anxiety - sometimes around the offending behaviour and the potential consequences.
- 13.4.7 Gloucestershire YOS continue to work closely with health colleagues to ensure the offer is flexible and can be adapted to suit the needs of this complex cohort. Child and Adolescent Mental Health Services (CAMHS) are represented on the weekly Joint Decision Panel (JDP) *Children First*. Speech, Language and Communication needs continue to be the most prevalent identified health need for children coming into contact with the Criminal Justice system.

14.0 HIGHLIGHTS

14.1 *Children First*

- 14.1.1 *Children First* is a diversionary scheme that has been operating in Gloucestershire since January 2018. It is a truly multi-partnership approach towards reducing youth offending and aims to avoid the stigmatising impact of a criminal record, whilst providing robust intervention to address recidivism. The model is based upon a trauma-informed approach, and where possible restorative interventions are considered. Gloucestershire is proud to place the child first and the behaviour second.
- 14.1.2 The diversion scheme is now well-embedded in the county and goes from strength to strength. The numbers of first-time entrants continue to be significantly lower than regional and national averages. This is likely to have a long-lasting influence on those children who, without this intervention, may have been disadvantaged by becoming labelled in the system due to poor judgment and mistakes made in childhood.

Headline outcomes in year four:

- There has been a 63% reduction in first time entrants to the criminal justice system as a direct result of *Children First*.

- 144 children were diverted away from the formal criminal justice system and into restorative interventions.
- Nearly a third of the 144 children diverted were open or known to Children’s Social Care at the time.
- Reoffending rate of 14.8% compared with a national rate of 27% for young people in receipt of youth cautions.
- Gloucestershire’s Out of Court Disposal (OOC) Scrutiny Panels have concluded that decision making at the Joint Decision Panel for *Children First* have been appropriate, proportionate and effective in all 30 cases reviewed in the last year – a 100% success rate.

14.1.3 The Gloucestershire partnership of GCC, Health, Education, Police and Prospects (part of Shaw Trust) via the Youth Support Team remain fully committed to *Children First* and the fundamental principles of the scheme, whilst recognising that we are on a continual journey of improvement, which ensures that victims remain at the heart of the process. As part of the improvement journey in 2020/21 we have:

- Applied to the Youth Endowment Fund for extensive funding to further enhance the provision.
- Worked in collaboration with the OPCC and Gloucestershire Constabulary to widen the eligibility criteria with a view to improving the disproportionality within the justice system and provide diversionary opportunities to more children from ethnic minority backgrounds.
- Sourced ongoing funding for the full-time Co-ordinator post, along with a dedicated full-time Sergeant from Gloucestershire Constabulary.
- Recruited an additional Senior Case Responsible Officer with responsibility for oversight of quality and assurance within *Children First*.
- Increased the breadth and depth of membership of the *Children First* Strategic Group to include senior representatives from Health, Education and Victim Support, in addition to existing members of senior representatives from YOS, Police, OPCC, and Restorative Gloucestershire.
- Explored an independent evaluative study with the University of Gloucestershire.

14.2 Transfers to Local Authority Accommodation under PACE

14.2.1 The Children Act 1989 stipulates that young people should not be kept in Police custody if bail is refused following charge and must be transferred to local authority accommodation (with few exceptions). Between April 2020 and March 2021 there were eight young people refused bail after charge. Of those eight, seven requests were made by Police for transfers to the Local Authority - three young people were successfully transferred, and four were unable to be transferred due to lack of availability of an appropriate placement. The transfer of one young person was not requested as he was charged at 6am and it was felt it would be more beneficial for him to remain and get a couple of hours rest before appearing at Court.

14.2.2 Our PACE Transfer Protocol has been further revised to coincide with the recent opening of Trevone House, a state of the art £2.5 million provision in Gloucester which provides semi-independent accommodation, as well as other specialist services, for young people and young adults. Included within this site is a dedicated bed for PACE admissions for young people aged

16 and over. This dedicated provision means that more children will be transferred to the local authority rather than stay in custody overnight.

14.3 Youth Custody Programme Officers

- 14.3.1 Throughout the pandemic we have provided Gloucestershire Constabulary with a 7 day a week Custody Advice Line which means Police Officers can call our staff who will then provide support to children pre and post arrest, and in custody. The purpose of this is to gather relevant information from various databases and through liaison with parents/carers and other professionals to inform decision-making and improve outcomes, such as transfers to the Local Authority, and/or the provision of Appropriate Adults. All of this work reduces, as far as possible, the length of time children spend in police custody and eventually the overall numbers of children coming into custody. From April 2021 we reverted to a six day a week offer, including a presence in the Custody Suite.
- 14.3.2 By ensuring needs are identified at a much earlier stage and that support is offered, we are able to reduce the numbers of young people who are frequently arrested. The Youth Custody Programme Officers also offer follow up appointments in the community, delivered via the Liaison and Diversion Team, where required, and identify children of concern for review by the multi-agency Custody Subgroup.

14.4 Anti-Social Behaviour (ASB)

- 14.4.1 In order to ensure intervention is delivered at the earliest stage where there is a risk of offending, Gloucestershire YOS has ensured that work relating to young people involved in ASB has continued to progress. The key aim is that there is a consistent county-wide approach which ensures that the underlying causes of the anti-social behaviour are explored and understood. In addition, we aim to provide effective early intervention and a partnership approach which offers support to the young person and their family where required.
- 14.4.2 Gloucestershire YOS have worked in close partnership with Gloucestershire Constabulary in order to ensure that any Anti-Social Behaviour Injunctions (ASBI) are appropriate and used as a last resort to tackle disruptive behaviour in the community. Only two ASBIs were awarded in the last year, and in both cases, due to excellent work with both the Neighbourhood Teams and YOS staff, the injunctions were revoked due to significantly improved behaviour from the two children.
- 14.4.3 The Safer Gloucestershire Board has a focus on anti-social behaviour, and the YOS has requested funding for additional part-time hours for a dedicated Youth Worker who will have a remit on supporting and providing interventions to children on the periphery or actively engaged in anti-social behaviour.

14.5 Harmful Sexual Behaviour (HSB)

- 14.5.1 This is a growing concern nationally and the YOS will add to the work undertaken by the multi-agency Task and Finish group prior to the pandemic, which was presented to and endorsed by the Gloucestershire Children Safeguarding Partnership. The objective is to develop a

consultative offer and a virtual HSB team in Gloucestershire, underpinned by a Countywide Strategy.

14.6 Liaison and Diversion (L&D)

- 14.6.1 Gloucestershire Youth Support Team are sub-contracted by Gloucestershire Health and Care NHS Foundation Trust to deliver the children and young people's element of the Liaison and Diversion service within the county. Gloucestershire YST offer Liaison and Diversion screenings to young people both in custody and the community who are suspected of an offence, to ensure their needs can be identified at the earliest opportunity and support offered. Due to the integrated nature of the service, children and young people can seamlessly receive support in relation to health, accommodation or ETE needs.
- 14.6.2 Our Liaison and Diversion provision continues to lead the way nationally - the NHS has acknowledged Gloucestershire as the 'gold standard' and recent changes to the process have further improved our response and completion rates. In order to develop our practitioners further, the various departments within the Health Team – CAMHS, SALT, Substance Misuse and Physical Health, have provided regular training to ensure they are able to identify relevant needs swiftly and effectively.

14.7 Youth Work and Activities

- 14.7.1 As Gloucestershire YOS are fully embedded into the Gloucestershire Youth Support Team (YST), they are able to seamlessly utilise the multi-disciplinary elements of the service. This also includes experienced Youth Workers who target support to reach the most vulnerable children and those most at risk of offending. Youth Workers also provide support to other community groups who are providing more universal youth work. The Activities Team also deliver engagement and positive activities for young people, including the delivery of the Duke of Edinburgh Awards with young people across the county, holding the license on behalf of GCC. This includes delivery of DofE for the Alternative Provision and Special Schools in the county.
- 14.7.2 Throughout the pandemic our Youth and Activity Workers have continued to engage with high-risk children face-to-face in a COVID compliant manner. We are now focusing on opening up our offer to allow a more open-access facility once the last restrictions are lifted.

14.8 Criminal Exploitation

- 14.8.1 During 2020/21, Gloucestershire YOS have worked closely with a number of key partners, including Gloucestershire Constabulary and the Local Authority to ensure there is a safeguarding approach to children who were being criminally exploited. The YOS HoS is a member of the newly formed Organised Crime Strategic Partnership Board and is collaborating on the County's new strategy to address and disrupt organised crime, including criminal exploitation of children.
- 14.8.2 The YOS HoS is also collaborating with the County in terms of their training for all frontline practitioners across all agencies in understanding, recognising and referring children at risk of criminal exploitation.

14.9 Training

- 14.9.1 The Youth Offending Service work with some of the most complex and co-morbidly vulnerable/risky young people in Gloucestershire. This requires staff to have a wide range of skills, knowledge and experience, supported and informed by continuous professional development.
- 14.9.2 Due to the pandemic, the past 12 months have been difficult for training as face-to-face sessions have not been possible. However, a number of virtual sessions have been delivered internally and practitioners have also accessed a range of external training online.
- 14.9.3 Included in the training has been further development in terms of our Harmful Sexual Behaviour (HSB) – AIM training for YST specialists. There are four HSB specialists in the service, two of whom sit within the YOS teams and focus on children within the criminal justice system. We support our HSB specialists to complete training on a regular basis to ensure their knowledge and skills are up to date.
- 14.9.4 During the early part of the year practitioners completed specific HSB training which developed their skills when working with children with learning difficulties and working with children where the behaviour has taken place via online platforms.
- 14.9.5 We are now taking second year Social Work students within the Community and Youth Justice Teams, and this means that YOS practitioners are able to complete the Practice Supervisor Award. This is useful for their development and is beneficial for the whole team. It helps us maintain a relationship with the University which is further enhanced by the YST delivery of lectures and information sessions Social Work students.
- 14.9.6 Our Health Team has delivered regular half day sessions for practitioners including the following:
- Physical Health
 - Engaging with Drugs support
 - Anxiety
 - SALT training
 - Suicide ideation
 - Drug treatment
 - Sleep hygiene
 - Self-harm
- 14.9.7 Additional training has been provided for practitioners across the YOS and YST including:
- Sexual health training has resumed virtually and is available to all YOS staff.
 - Induction sessions for new Practitioners and Managers, including mentoring sessions.
 - AssetPlus, Audit and Gatekeeping training for new Managers.
 - YJB regional Trauma Recovery Model training - 3 practitioners completed this recently.

- Risk training – a review and practice update for managers with regard to High-Risk Planning Meetings (HRPM).
- Resilience training for all Managers.
- Safeguarding Training - Level 2
- Child Protection Inter-Agency Level 3 Safeguarding Training for all practitioners.

Challenges, risks, and issues

15.0 Key challenges and risks to future delivery

These have been highlighted throughout the plan and are highlighted here: -

15.1 First Time Entrants

15.1.1 Due to the significant reduction in FTE since 2018, the current baseline will be a hard challenge to improve upon and continued efforts and resources by Police and Youth Justice will be required in order to maintain performance.

15.2 Reducing reoffending

15.2.1 Reducing reoffending continues to prove a challenge, despite the vast numbers now being diverted away from the formal system and who do not go onto reoffend. There remains, however, a complex cohort of children who often have multiple and complex needs who progress through the formal system and whose offending behaviour becomes entrenched. These young people require stable accommodation, intensive support, and specialist input, often to address a history of complex trauma and abuse in order to live a life free from offending. Specialist input to young people with complex needs and high levels of risk remains a priority in 2021/22.

15.2.2 Further analysis of this cohort and improved targeting of resources is required to have a positive impact on reoffending rates for this group of young people. We will be exploring an Enhanced Case Management (ECM) approach which is a trauma-informed way of working with children in the Youth Justice System. This acknowledges the prevalence of trauma in the lives of children who have prolific offending histories and is grounded in a thorough understanding of child development. It has been developed as a psychology-led service, which includes multi-agency case formulation and intervention planning, which enables Youth Justice Practitioners to tailor and sequence interventions more effectively, according to the developmental and mental health needs of individual children.

15.2.3 Initial reoffending rates for those children and young people diverted away from the formal criminal justice system are considerably lower when compared with those who are criminalised. Gloucestershire YOS have standardised a process for tracking the reoffending rates of children subject to a *Children First* Pathway (CFP) over a period of time, as it is important to continue to demonstrate the longer-term benefits of diverting children and young people from the formal criminal justice system.

15.3 Reduce use of Custody

15.3.1 Significant reductions in custody rates have been achieved over the last few years. However, further reduction is a challenge, particularly with the overall number of disposals falling. In common with the national trend, children in care are over-represented in the custodial population in Gloucestershire, as are children from ethnic minorities, and the YOS continues to work closely with Gloucestershire Children's Services to improve resettlement and outcomes for these young people.

15.3.2 The numbers of children remanded to custody remains low, however this remains unpredictable, and the duration of the remand can also vary. This can present a financial risk and Gloucestershire YOS ensures close liaison with Children's Services and Commissioning Placements Team to ensure that risks are mitigated.

15.4 Restorative Justice

15.4.1 *Children First* has had a significant impact on increasing levels of engagement with victims of youth crime in Gloucestershire and their subsequent engagement in Restorative Justice processes. Gloucestershire YOS has increased the number of restorative interventions delivered overall and ensure these remain at the heart of all youth justice interventions, whilst avoiding the unnecessary criminalisation of children wherever possible. The focus on Restorative Justice will therefore continue, however it will be important to ensure that feedback is sought from victims on a regular basis to ensure best practice, victim satisfaction, and enhance credibility and efficacy of *Children First*.

15.5 Education, Training and Employment (ETE)

15.5.1 For young people who offend in Gloucestershire, achieving and sustaining a place in education, training or employment, remains a significant challenge. However, the actual numbers of children and young people completing statutory youth justice interventions is now significantly lower so less children are impacted. The integrated nature of the service ensures that there is access to specialist support from NEET Workers within the teams, however there are limited further education or employment opportunities for children who have offended in Gloucestershire, particularly as a consequence of the COVID-19 pandemic.

15.5.2 There are many children of school age in Gloucestershire offending who are not receiving suitable education provision. The challenges for this group of children include poor attendance, high rates of exclusion, significantly reduced timetables, and previously unidentified additional needs. Gloucestershire YOS working hard to develop consistent approaches regarding support and challenge for schools, particularly in terms of reducing exclusions. The YOS Education Lead CRO is a member of multi-agency groups targeting the most complex children, including Intervention Circles and Team Around the Locality Clusters (TALC).

15.6 Children's Social Care

15.6.1 Gloucestershire Children's Services continue their improvement journey following an inadequate Ofsted rating in 2017. Whilst Ofsted have noted a number of improvements since this time,

Gloucestershire Children’s Services continue to be subject to regular monitoring visits. More than half of the children open to Gloucestershire YOS are also open to Children’s Services.

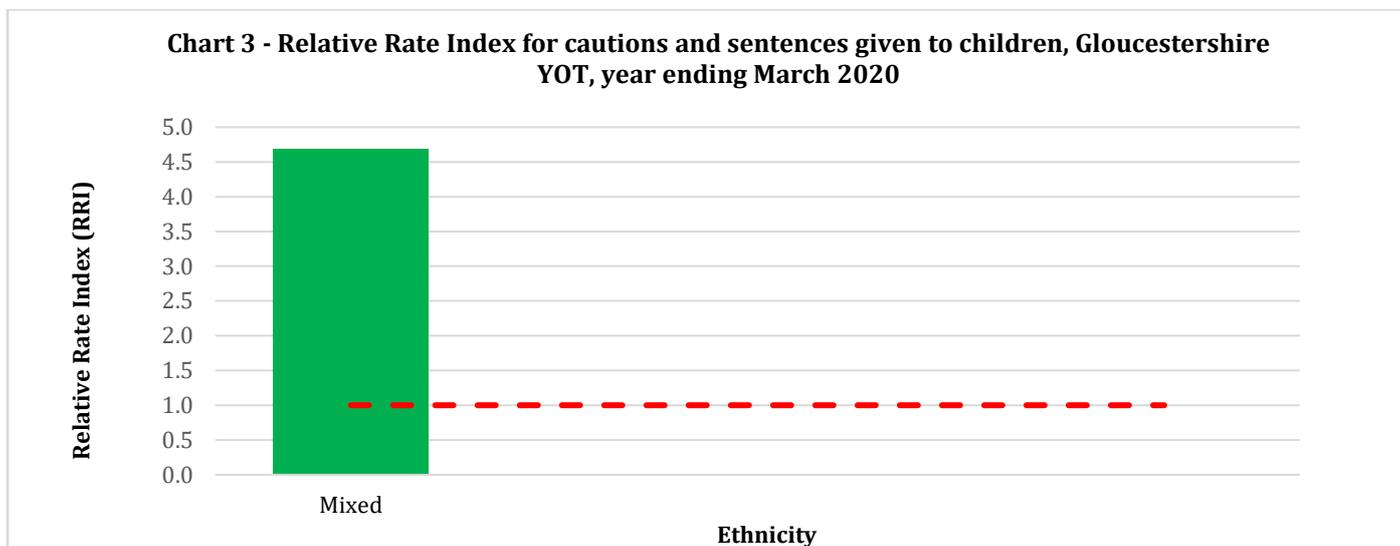
15.6.2 One of the key questions, as reflected in the [national protocol on reducing unnecessary criminalisation of looked-after children and care leavers](#), is whether those in the care system may be further disadvantaged due to a lack of resilience and/or effective practice in some care settings. It is critical that we ensure such children are not simply reported to the Police for minor indiscretions, and if they are reported, that they are always offered the option of diversion rather than formal outcomes.

Disproportionality

15.7 Ethnicity

15.7.1 A key issue of the YOS is to ensure that the administration of Youth Justice is fair and non-discriminatory.

15.7.2 The latest data available shows that in Gloucestershire, 20% of children who were cautioned or sentenced during 2019/20 were from ethnic minority groups, but only account for 7% of the population (Census 2011). Furthermore, children from mixed backgrounds are 4.7 times more likely to be cautioned or sentenced than White children.



YJB data June 2021

15.7.3 One of the priorities this year is to analyse and identify the causes behind this significant disparity, increase practitioner training in terms of inclusion and unconscious bias, and implement relevant recommendations from the vast research available.

15.7.4 An additional point of note is the disparity between the percentage of ethnic minority children diverted through *Children First* (13%) compared to percentage processed through the formal Criminal Justice System (26%). It is anticipated that the new process of including cases where the child has provided a ‘no comment’ interview will go some way to balance this very concerning discrepancy.

15.8 Gender

15.8.1 It was noted during the 2019 HMIP Inspection that Gloucestershire has a disproportionate number of female children offending. Recent comparative data shows this is still the case and the percentage of females going through both diversion and the Criminal Justice System exceed 20%. This is significantly higher than the national average of 13% and also higher than the South West average at 17.6%. One of our priorities for the Service will be to explore the potential causes of female offending and develop strategies to reduce the disproportionality.

15.9 Additional identified risks and mitigation:

Risk: The Youth Justice Plan is not effective in tackling key issues including new entrants to the justice system and re-offending.

Mitigation: The Youth Offending Service is currently performing well against key performance metrics and the current plan set out further measures to improve effectiveness

Risk: Partners are insufficiently engaged in the administration and effectiveness of Youth Justice in Gloucestershire.

Mitigation: The Youth Partnership Board provides oversight of partner agency support for the YOS and delivery of the Youth Justice Board.

16.0 Priorities for 2021/22

- Reduce disproportionality and ensure that outcomes and the experience of ethnic minority children and females who come into contact with the youth justice system in Gloucestershire are proportionate and fair.
- We will work with Education colleagues to ensure that all children open to the service receive an appropriate education offer and continue to challenge and pursue a reduction in exclusions.
- Contribute to the prevention and safeguarding of children at risk of criminal exploitation in Gloucestershire.
- We will continue to work with Commissioning and Children's Social Care to ensure practice synergises with the work of the YOS in order to avoid the criminalisation of children and young people and reduce offending.
- Develop greater insight into violent offending by children and young people and the underlying causes in order to inform prevention activity.
- To continue to develop our trauma informed approach towards our practice to support the complex cohort of young people who are responsible for high numbers of reoffences and who have experienced trauma and Adverse Childhood Experiences (ACEs).
- Develop and implement a countywide strategy to Harmful Sexual Behaviour displayed by children and young people in Gloucestershire.
- Ensure that learning from the Why Me? Project exploring our restorative justice practice is incorporated within our intentions to further expand the utilisation of restorative interventions.

- Gather feedback from children and young people, parents/carers, victims, and partners on a systematic basis and use it to further develop services and improve outcomes for these groups.
- Ensure that the YOS continues to operate in an agile and flexible way which allows for uninterrupted delivery, should further restrictions be necessary due to COVID-19.

Plan approval and sign-off

Gloucestershire Youth Offending Team

We confirm that the Youth Justice Partnership Board has approved the Youth Justice Plan for 2021/22

<p>Karon McCarthy</p> <p>Signature: </p>	<p>Head of Service Community and Youth Justice</p>	<p>Date: 29.6.2021</p>
<p>Andy Dempsey</p> <p>Signature: </p>	<p>Chair, Youth Justice Partnership Board</p>	<p>Date: 30.6.2021</p>

Staffing of the YOS by gender and ethnicity

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Referral Order Panel Volunteer		Other Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Asian						1								1			0	2
Black					3	2											3	2
Mixed									1								0	1
White	1	5	3	8	8	24	2	12					5	1			19	50
Any other ethnic group																	0	0
Not known						4							3	7			3	11
Total	1	5	3	8	11	31	2	13	0	0	0	0	8	9	0	0	25	66

Expenditure

Revenue	£
YJB Grant	£54,8033
Total Revenue	£548,033
Staff Costs	£480,807
Equipment Costs	£14,476
Support & Infrastructure Costs	£52,750
Total Expenditure	£548,033

Staff Employed by YJB Grant	
Job Title	FTE
Service Manager – Youth Justice	1
Team Manager	0.9
Assistant Team Manager – Youth Justice	1
Senior CRO – Youth Justice	1
Senior Programme Officer	1
CRO – Youth Justice	2
Programme Officer	1
Admin Officer	3
Total	10.9