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# **Leicester City Youth Justice Plan 2018-19**

For consideration by: Full Council

Date of meeting: 4 October 2018

Lead director: Steven Forbes

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## Useful information

- Ward(s) affected: All
- Report author: Karen Manville Service Manger Youth Offending Service
- Author contact details: 0116 454 4614

### 1. Purpose of report

1.1 This report is presented to the Full Council for the purpose of:

- a) Providing the statutory Youth Justice Plan for 2018/19
- b) Noting and commenting on the contents of the report.

### 2. Summary

2.1 It is the duty of each local authority, after consultation with partners to formulate and implement an annual youth justice plan setting out:

- how youth justice services in their area are to be provided and funded; and
- how the Youth Offending Team (YOT) will be composed and funded; how it will operate, and what functions it will carry out.

2.2 The statutory youth justice plan must be submitted to the Youth Justice Board (YJB) and published annually by 31 August 2018. The youth justice plan (YJP) is approved by the local Young Offender Management Board and submitted to the Youth Justice Board. The Youth Justice Board are aware that the YJP has been through formal decision making processes prior to submission to full Council for adoption due to the timescale for publication.

2.3 The document is the youth offending partnership's main statement of purpose and sets out its proposals to prevent offending by children and young people. The plan shows not only what the YOT will deliver as a service, but how strategic links with other supporting initiatives will be developed and maintained.

2.4 The youth justice plan should be read in conjunction with other relevant multi-agency plans including the Children and Young People's Plan, Safer Leicester Partnership Plan and the Office of Police and Crime Commissioner (OPCC) Policing Plan. The youth justice plan is supported by a more detailed operational YOS Improvement Action Plan (IAP) overseen by the Head of Service, who reports to the Young Offender Management Board.

2.5 The Youth Justice Plan should also be read in conjunction with the Full Joint Inspection report that was published in May 2016, by HMIP. The key recommendations from the inspection are identified within the Youth Justice Plan and an Improvement Action Plan (IAP) was submitted to the Youth Justice

Board (YJB) and was approved by the Young Offender Management Board. The IAP is monitored by the Youth Justice Board and Young Offenders Management Board on a quarterly basis.

2.6 The youth justice plan is required to address the areas of performance, structure and governance, resources, value for money, partnership arrangements and risks to future delivery. The plan takes into account local performance issues, lessons from previous full joint and YOS thematic inspections, together with learning from any Serious Incidents.

2.7 A draft version of the annual Youth Justice Plan was presented to Children's Scrutiny on the 3 July 2018. This was noted with thanks given to officers and support for the plan.

### **3. Recommendations**

3.1 Full Council are asked to;

- a) To adopt the Leicester City Youth Justice Plan for 2018/19.
- b) To note the review of progress and agree the priorities in the report.

### **4. Supporting Information**

4.1 The Leicester City Youth Justice Plan for 2018/19 is attached as Appendix One.

## **4. Financial, legal and other implications**

### **4.1 Financial implications**

The 2018/19 budgeted and forecast expenditure and financing for the Youth Offending Service is summarised in Appendix Two of the Youth Justice Plan contained within this report.

Martin Judson, Head of Finance, Education & Children's Services, Ext 37 4101

### **5.2 Legal implications**

Following consultation with relevant partner agencies, section 40 of the Crime and Disorder Act 1998 requires Leicester City Council formulate and implement an annual Youth Justice Plan setting out:

- a) How youth justice services in the area will be provided and funded; and
- b) How the youth offending team is to be composed and funded, how it will operate and what functions it will carry out.

The plan must then be submitted to the Youth Justice Board and published.

Katherine Jamieson, Solicitor, For City Barrister and Head of Standards Legal Services,  
Ext 371452

### 5.3 Climate Change and Carbon Reduction implications

There are no significant climate change implications resulting from the attached report.

Mark Jeffcote, Senior Environmental Consultant 0116 454 2251

### 5.4 Equalities Implications

The report provides equalities information in relation the profile of employees of the service and volunteer mentors specifically the protected characteristics of Sex (Gender) and Race (Ethnicity), there is no reference to whether this is representative of the youth offending population that they support which would have been useful.

From the perspective of meeting our Public Sector Equality Duty aims, the Youth Justice Plan sets out priority activities (in the Performance Overview section) that seek to promote equality of opportunity for young offenders by reducing the adverse impacts they are likely to experience through involvement with the criminal justice system; and by achieving these outcomes and enabling young offenders to take part in city and community life, contribute to improved good relations between different groups of people. It specifically refers to the protected characteristic of Disability recognising the need to continue to invest in earlier interventions to ensure young people with mental health needs continue to receive support to address their needs.

The report including paper D Performance report (11<sup>th</sup> January 2018) does not include analysis of the protected characteristics of young people served by the Youth Offending Team. However, the service makes reference to monitoring disproportionality closely, raising trends or issues with key partners.

To ensure that we meet our public-sector equality duties, in particular that we are advancing equality of opportunity and eliminating discrimination, the service should ensure that the monitoring of disproportionality, trends and issues include the protected characteristics of young offenders not least sex, race, disability, religion and belief.

**Sonya King, Equalities Officer, Ext. 37 4132**

### 5.5 Other Implications (You will need to have considered other implications in preparing this report. Please indicate which ones apply?)

None

**6. Background information and other papers:**

Youth Justice Plans: YJB Practice Note for Youth Offending Partnerships Modern Youth Offending Partnerships – Guidance on Effective Youth Offending Team Governance in England, Ministry of Justice, 2014

Crime and Disorder Act, Section 40, 1998

**7. Summary of appendices:**

Appendix A: Youth Justice Plan

2018/19

**8. Is this a private report (If so, please indicated the reasons and state why it is not in the public interest to be dealt with publicly)?**

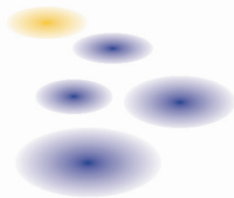
No

**9. Is this a “key decision”?**

No

**10. If a key decision please explain reason**

N/A



Leicester City **youth** Offending Service

# Leicester City Youth Justice Plan 2018 - 2019

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The aims of Leicester Youth Offending Service (YOS) are to prevent youth offending and reduce re-offending and the use of custody for young people. This is achieved through working in partnership to deliver services that ensure young people are safeguarded, the public and victims of crime are protected, and those who enter the criminal justice system are supported with robust risk management arrangements. Our aim is to intervene early to provide help and support to young people and reintegrate them into their local communities without further offending.

This Plan supports a range of associated partnership strategies including the Leicester Children and Young People's Plan, Police and Crime Plan, the Safer Leicester Partnership Plan, Children's Services Improvement Plan.

We are working closely with our partners in the criminal justice system to ensure resources are effectively targeted at the minority of young people who are repeat offenders and responsible for the majority of youth crime.

We have reviewed and continue to monitor the Out of Court Disposal Panel to enable the YOS to identify and intervene earlier with young people at risk of crime and anti-social behaviour. Arrangements for Integrated Offender Management are being reviewed in 2018 and retain funding support from the Police and Crime Commissioner as part of our successful Deter Young Offender Strategy.

The YOS are active partners in the Troubled Families Programme. This has ensured that support continues to be provided to families involved in offending through integrated early help family support, as part of the local early help offer, as well as a dedicated parenting coordinator within the Youth Offending Service.

The YOS continues to work in partnership to support victims of youth crime and to reassure local communities and young people about the consequences of crime and anti-social behaviour through local Joint Action Groups and the Safer Leicester Partnership. The service holds a part time dedicated Victim Officer to support victims and offer mediation and restorative approaches which are evidenced based.

The YOS is making an important contribution to realising our ambition for all our children and young people of raising aspiration and attainment, reducing health inequalities and improving wellbeing. We also recognise the need to continue to invest in earlier interventions to ensure our most vulnerable young people continue to receive support to address their substance misuse, generic and mental health needs.

The YOS has improved levels of young people's engagement in individually tailored assessment and support programmes. The service continues to ensure evidenced based interventions are utilised. The service has supported initiatives to prioritise specific offence types including knife awareness programmes and gang related offending. These have been well received across the service and partnership.

We have continued to deliver programmes for repeat high risk young offenders jointly supported by the Office of the Police and Crime Commissioner (OPCC) and in partnership with local voluntary youth sector providers.

The YOS continues to progress young people's access to education, training and employment, with some excellent results over the past 12 months. Targeted individual advice and guidance continues to be offered to our vulnerable young people who are not in education, training or employment. The Connexions Service is also working with economic regeneration partners to ensure that Education, Training and Employment for young offenders remain a priority as new provision is developed.

## **Performance Overview**



We continue to prioritise preventing youth offending, reducing re-offending and the use of custody for young people as local performance indicators. The impact of the YOS performance and its contribution to wider safeguarding and public protection responsibilities are monitored and reported through the local Children's Trust Board, Safeguarding Children's Board and MAPPA Strategic Board.

The YOS has continued to refine its performance management reporting arrangements to better improve understanding of impact and outcomes and to inform the Young Offender Management Board in response to inspection recommendations. The YOS worked with the YJB to refine its diagnostic tools to provide a sharper focus on understanding of performance in respect of reoffending. The YOS also ensures it monitors disproportionality closely and raises any trends or issues with key partners.

The YOS completes regular 'deep dive' analysis reports for the Young Offender Management Board on priority areas including reducing reoffending, Looked After Children, generic health needs of young people known to YOS, custodial sentencing and young offenders Speech, Language and Communication Needs. In a recent Board an in-depth presentation on knife crime was delivered and associated work and interventions.

YOS performance is reported through The Safer Leicester Partnership and Reducing Re-Offending Board where shared priorities exist to reduce overall crime and anti-social behaviour. Reducing First Time Entrants and re-offending by young people is a priority of the Children and Young People's Plan, overseen by the Leicester Children's Trust Board.

The YOS continues to contribute towards regional and national improvement agendas and the latest YJB Quarterly Performance Monitoring report is attached as Appendix 5.

### **Reducing First Time Entrants (FTE) Performance 2017/18**

There have now been sustained reductions in FTEs in the last seven years. Leicester has continued to see a reduction in the number of First Time Entrants (FTE) and the rate of reduction is greater than the national rate.

### **Reducing First Time Entrants (FTE) Priorities for 2018/19.**

- To further reduce the numbers of young people entering the criminal justice system, in partnership with other local agencies through more integrated and targeted youth support.
- To reduce the frequency and seriousness of re-offending by first time entrants and to improve earlier identification and assessment of first time entrants, including young people subject to court orders.
- To continue to monitor the effectiveness of the Out of Court Disposal Panel to ensure swift, timely and appropriate interventions are put in place to reduce further offending.
- To ensure cases are audited in line with the new Inspection regime that now includes auditing out of court disposal cases.

### **Reducing Reoffending Performance for 2017/18**

- The YOS has significantly reduced the reoffending rates of young people in Leicester. A significant amount of work has been dedicated to this area including closer scrutiny of

reoffending rates, deep dive reports, investing in evidence based intervention and tracking young people more closely through the reoffending toolkit meetings.

- Whilst the number of young people supervised by the YOT has decreased, the complexity of cases has increased and further ongoing upskilling is required to ensure staff are appropriately trained to work with more challenging young people with more complex needs. This includes ensuring staff are receiving the right level of resources and support.
- **Reducing Reoffending Priorities for 2018/19**
- To continue to monitor the impact of the change to measuring reoffending rates over the coming year.
- To continue to reduce overall levels of re-offending and better understand effectiveness of programmes and disparity in local re-offending rates.
- To reduce the frequency and seriousness of re-offending by young people known to YOS at all levels including pre- court and first tier interventions, where statistically this remains a challenge both locally and nationally.
- To further improve reductions in reoffending by repeat young offenders, including young people at risk of custody and young people leaving custody.
- To recognise that there is likely to be an increase due to the changing in the counting rules for reoffending rates over the coming year.
- To continue to prioritise and address the area of trauma and emotional trauma in the lives of young people. This includes upskilling staff to effectively identify and respond effectively to emotional trauma. A clear model and policy needs to be developed and embedded within the service.
- To develop a full understanding of young people's use of social media which continues to grow as a catalyst for some of the most serious offences committed. The service needs to develop a clear policy and upskill staff in the area of social media. Strategic managers need to consider local policy frameworks for monitoring online activity in line with surveillance legislation and guidance. This information can assist assessments being completed by staff within the service.

### **Reducing the Use of Custody Performance 2017/18**

- The YOS has higher than average national rate for the use of custody although this is a relatively small cohort receiving custodial sentences in 2017-18.
- There has been a consistent reduction in the use of custodial sentencing in previous years and this continues to be a priority area for the YOS.

### **Reducing the Use of Custody Priorities for 2018/19**

- To further reduce the use of remands to youth detention accommodation and custodial sentencing for all young people including children looked after.
- To continue to work with partners to further develop robust processes for the identification remand cases and the full cost of remand placements, together with suitable community based alternatives to remand.
- To ensure young people who are subject to custodial remands or sentencing are appropriately safeguarded and their risk of harm to themselves and others is managed appropriately.
- To complete full audits on all remand and custody cases to ensure any lessons are learnt and ongoing scrutiny of these cases is in place.

- To complete a monthly custody and remand tracker for the most serious offending by young people to track progress and partnership working.
- To embed a new strategy for serious organised crime and gang related offending in Leicester in partnership with the Police.

### **Engaging in Education, Training & Employment (ETE) Performance 2017/18**

- The level of ETE engagement is continuing to improve and better than the family group and regional comparators. This places the YOS performance in the top quartile nationally.
- The high level of ETE engagement with young people known to YOS has been sustained through close partnership working with Education Welfare and Connexions Services, as well as working hard to ensure improved communication with key schools in Leicester.

### **Engaging in Education, Training & Employment (ETE) Priorities for 2018/19**

- To further reduce the numbers of young people who are not in full time Education, Training & Employment (NEET) and known to YOS.
- To improve the targeting of ETE support for high risk entrants and repeat offenders.
- To increase the use of trained volunteer mentors, YOS advocates, and Connexions Personal Advisors, to support young people to successfully engage and remain in Education, Training & Employment.

### **Structure & Governance**

The YOS is positioned within the Education and Children's Department of the Local Authority. The YOS Manager is Head of Service for Early Help and Specialist Services, which includes a portfolio of services including the Youth Offending Service, Youth Service, Connexions, Education Welfare Service and Multi Systemic Therapy. This approach supports earlier identification of families with multiple and complex needs together with increased opportunities for more targeted work with children and families at risk of poor outcomes or involved in crime and anti-social behaviour. The Head of Service for the YOS is managed by the Director for Children, Young People and Families, who reports directly to the Director for Children's Services (DCS).

Governance arrangements for YOS reside with a multi-agency Young Offender Management Board (YOMB) chaired by the Strategic Director for Education and Children (DCS). The YOMB has senior officer level representation from statutory services including Police, Health and the National Probation Service. (Appendix One) Representation is also in place from Public Health and the Connexions Service. The YOMB meets on a quarterly basis where performance and finance reports are presented by the Service Manager, to inform strategic decisions and resource allocation. HM Courts are invited to attend meetings for focussed spotlight sessions as required, but the Service Manager holds quarterly liaison meetings with the courts to ensure priorities and strategic discussions take place. .

Young Offender Management Board reports include quarterly analysis of performance against key national and local youth justice indicators, audit and self-assessment activity, Serious Incident reporting, National Standards audits; and quarterly YJB monitoring reports. The YOMB continues to revise its performance management framework to take into account best practice and changing local and national priorities. Ongoing strategic partnership analysis and priorities for 2017 included Child Sexual Exploitation (CSE), Children Missing and Trafficked who are involved in the criminal justice system, knife crime and gang related activity. More recently the Service Manager has introduced deep dive case studies whereby a case manager presents a case to the Board for discussion and strategic consideration. This will enable partners to further develop their understanding of frontline practice as well as ensuring frontline

staff understand the Board, its functions and membership.

The Service Manager is keen to develop a Shadow Board for young people to assist in with decision making and developments of the service, or alternatively have a section within the Board whereby young people attend to talk about their experience of supervision, to aid the Boards understanding of the services they were responsible for.

The YOS Head of Service and Service Manager are members of the MAPPA Strategic Board and the Local Children's Safeguarding Board for reporting and monitoring lessons from Serious Incidents and Serious Case Reviews. The YOS Manager is a member of the Early Help Partnership Board which is a sub group of the Local Children's Safeguarding Board.

The YOS are members of both the Reducing Re-Offending Board which supports Integrated Offender Management arrangements for young people and adults. The Service Manager also holds quarterly liaison meetings with key partners and stakeholders including the Police, courts, CAMHS, Turning Point (substance misuse provider) etc.

### **Resources and value for money**

The YJB Youth Justice Grant allocation focusses on innovation and service improvement and supports the YOS yearly action plan reviewed by the Young Offender Management Board. This ensures resources continue to be prioritised in areas where there are risks to future delivery and performance. Service improvement activity in 2017/18 has been supported by the YJB through a local re-offending toolkit to provide a more detailed understanding of local re-offending rates. The Service has continued to fine tune this toolkit and its use in weekly management reoffending toolkit meetings. Attendance by the police and the Integrated Offender Manager has increased the sharing of real time intelligence.

Funding contributions from statutory partners in Health and the National Probation Service are confirmed for 2018/19. The OPCC has confirmed 2018/19 core funding for YOS and the additional 0.5 offender manager post. A table containing the financial, staffing and in kind contributions made by local partners is contained in Appendix Two.

YOS business planning for 2018/19 will take into account any options for future remodelling of the service which will be overseen by the YOMB Chair.

The YOS successfully launched ASSET Plus in late 2015 and has transitioned to a new Youth Justice Management Information System (Capita ONE) from the autumn of 2017.

The YOS is appropriately resourced by seconded warranted Police Officers, a 1.5 Probation Officer employed by the National Probation Service, a pre-16 education specialist managed within the Education Welfare Service as well as a post 16 education coordinator and mentor.

The YOS are continuing to work closely with the Child and Adolescent Mental Health Service (CAMHS) to better understand the emotional health and wellbeing needs of young people known to YOS. The YOS are currently undertaking a data exercise to support this piece of work. The YOS are working with the Leicester Clinical Commissioning Group and stakeholders to ensure that the local CAMHS Transformation includes the support needs of young people known to YOS. Additional YOS resources include dedicated Educational Psychologist time and a dedicated Education, Training and Employment Personal Advisor surgery from the Connexions Service.

The YOS has a diverse workforce that reflects the diversity of the local communities that it serves. The entire YOS workforce is employed on a permanent basis, there are no agency employees.

The YOS works with a wide range of volunteers reflecting the diversity of Leicester's communities. Volunteers and permanent staff are trained in restorative justice and are offered a range of activities within the YOS and across the division. A structure chart including the full YOS staffing establishment is contained in Appendix Three.

## Partnership Arrangements

The YOS is fully integrated into local partnership planning arrangements for both children and young people and criminal justice services. There are regular joint meetings with key partners including the Police, Courts, Health (Public Health and Clinical Commissioning Group) and Probation (NPS) to support the delivery of shared strategic priorities.

The YOS Manager or YOS Service Manager is represented on the following key strategic partnerships:

- Leicester Children's Trust Board (LCTB)
- Local Safeguarding Children's Board (LSCB)
- Early Help Strategy Group
- Safer Leicester Partnership (SLP)
- Multi Agency Public Protection Arrangements Strategic Board (MAPPA)
- Reducing Re-offending Board (RRB)
- Children and Adolescent Mental Health Service (CAMHS) Multi Agency Partnership
- Young Adult Transitions Board (Tbc)
- Multi Systemic Therapy Strategic Board (MST)
- Prevent Steering Group and Channel Panel

The YOS has previously co-commissioned youth crime prevention programmes with the Office of the Police and Crime Commissioner (OPCC) that focus on preventing re-offending by high risk entrants to the youth justice system and repeat high risk offenders. This includes jointly commissioned work with local voluntary sector youth service providers that support national indicator performance and outcome measures jointly monitored by the OPCC. The work has focused, more recently, on knife crime and related offending. Specific programmes have been delivered in partnership to reduce the number of knife related offences across the city. It is hoped this work will continue over the coming year.

Accommodation is included as part of all intervention planning by case managers for any young person made subject to a custodial sentence or remanded to Youth Detention Accommodation. Every young person who is made subject to a custodial sentence or made subject to Youth Detention Accommodation is allocated a Youth Advocate. The focus of the advocate work is to deliver and enable access for support with health, family, education, training and employment and accommodation.

All young people subject to custodial sentences are reviewed by a multi-agency panel, called the Case Management and Diversity Panel which is chaired by the Service Manager. Agencies represented include Connexions, CAMHS, substance misuse and parenting workers to ensure that young people's safeguarding, risk of harm, welfare and mental health needs are appropriately assessed. Parenting support is provided to all young people in custody and their families throughout the custodial sentence to plan and support reintegration into the community. Other key professionals will be invited depending on the specifics of each case being presented to the panel.

## Celebrating success

There are a number of areas to be proud of and celebrate over the previous year's achievements. The service can cite the following as just some of the examples of success;

- The service commissioned the Educational Psychology Service to work in partnership with the YOS to develop a clear Speech Language and Communication (SLCN) pathway for young people and train all staff in SLCN as well as further training for a group of YOS SLCN champions. The service also developed a SLCN weekly consultation session to ensure it remains a priority area and the service amended all paperwork to ensure it is young person friendly and accessible. The project was put forward and shortlisted for an award "shining light" for organisations meeting the needs of young people with communication needs.
- The service worked in partnership to deliver a Restorative Justice (RJ) conference specifically targeted at residential homes to launch a new RJ protocol as part of the continual drive to reduce the number of Children Looked After entering the criminal justice system.
- Continual improvements in a number of our performance indicators including the outstanding performance regarding the number of young people attending full time Education, Training and Employment. In addition, we are also very proud of our further reductions in our reoffending rates over the past year.
- Continuing to offer a good service to our service users and ensuring the voice of our service users is heard throughout assessments and delivery of interventions.
- Partnership approach within the Knife Crime Delivery group and the delivery of some key initiatives to support the ongoing work regarding this key priority area.

### Risks to future delivery

A challenge for the YOS is to maintain continuous improvement in the context of any proposed national changes to the Youth Justice System arising from the Taylor Review and the Youth Justice Board changes. Additional risks to future service delivery arise from reduced government and partnership funding.

Local pressures on council funding are mirrored across the strategic partnership and the YOS is working with partners to develop a sustainable delivery model moving forward, that reflects shared strategic priorities and reduced income. A significant saving has been made in 2017/18 but ongoing YOS savings will be sought in 2018/19 onwards, through a full review.

The YOS is working with strategic partners through the YOMB to ensure that national changes to the criminal justice system through Police, HM Courts and Probation services are managed appropriately and address risk, public protection and safeguarding priorities for young people.

The YOMB has overseen an Improvement Action Plan following the Full Joint Inspection undertaken in 2016 and this has informed service priorities for 2017/18. The YOS continues to focus on areas of performance improvement related to management of risk of harm, safeguarding and better understanding health needs and improving health outcomes for young people. The YOS will continue to produce a yearly action plan overseen by the Management Board.

The YOS has invested in knife crime awareness work, including visits to other YOS's and working in close collaboration with the charity, Street Doctor. Leicester Youth Offending Service has offered further weapon awareness programmes within the residential settings for children/young people who are looked after. The programme has been funded by the OPCC

and is as part of a wider multi-agency strategy to reduce the prevalence of knife carrying and use by young people in Leicester. It is hoped this work can continue over the next 12 months.

### Priorities for 2018/19

- To review the existing model of service delivery.
- To further improve the quality of assessments and effectiveness of YOS interventions to reduce re-offending, including an evaluation of the work undertaken in relation to speech, language and communication needs of young people known to YOS.
- To ensure that young people who are known to YOS as children in need or in need of protection including from Child Sexual Exploitation, are identified, safeguarded and their cases escalated where appropriate. The YOS to continue to be a core panel member for CSE meetings.
- To continue to ensure a partnership approach is maintained to prevent offending and further reduce reoffending by children and young people.
- To reduce the number of Children Looked After who enter the criminal justice system and to further reduce the number of young people subject to remands and custody, by working in partnership and monitoring the restorative justice work and protocol developed in the latter half of 2017.
- To better understand and develop performance outcome measures for the emotional health and wellbeing needs of young people known to YOS to their mental health.
- To monitor the health assessment pathway developed in 2017 to ensure its effectiveness and provide performance updates to the Management Board.
- To improve earlier identification and support for young people at risk of involvement in gangs and organised crime. To develop a clear strategy early 2018.
- To monitor the monthly habitual knife crime lists and continue to support the partnership knife crime delivery group as it develops over the coming year.
- The successful delivery of the Unitas summer arts college programme

## Appendix One

### Leicester City YOS – Young Offender Management Board (YOMB) 2018/19

Name	Organisation
Caroline Tote	Divisional Director, Children's Services, Social Care and Early Help, Leicester City Council (Chair YOMB)
Sian Walls	Chief Inspector, Leicestershire Police
Charlotte Dunkley	Deputy Head, Leicester, Leicestershire and Rutland (Midlands), National Probation Service
Mel Thwaites	Associate Director of Children and Families, Clinical Commissioning Group
Clare Mills	Lead Commissioner, Public Health, Leicester City Council
Julia Conlon	Interim Head of Service Early Help Specialist Services, Leicester Council
Abigail Kearley	Interim Service Manager Targeted Youth Support and Connexions IAG.
Karen Manville	Service Manager, Youth Offending Service
Martin Judson	Head of Finance, Education and Children's Services



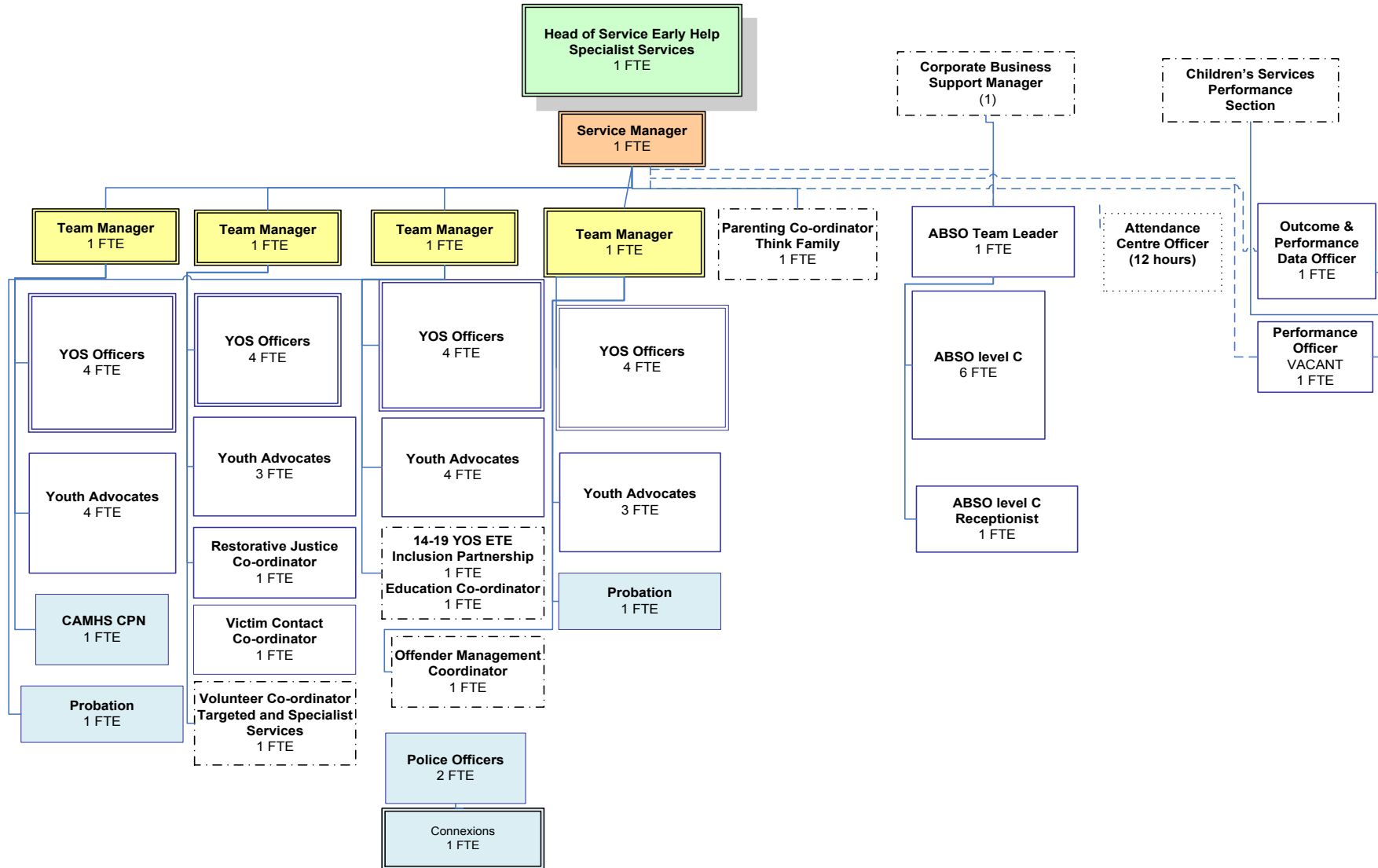
Appendix 2

**YOS BUDGET 2018/19 - DRAFT**

<b>Agency</b>	<b>Staffing Costs (£)</b>	<b>Payments in Kind (£)</b>	<b>Other Delegated Funds (£)</b>	<b>Total (£)</b>
Local Authority (LCC)	495,000	197,895	0	692,895
Police Service	103,010	0	104,400	207,410
National Probation Service	98,500	0	10,000	108,500
Health Service	51,000	0	57,100	108,100
YJB Good Practice Grant	611,399	0	43,114	654,513
<b>Total</b>	<b>1,358,909</b>	<b>197,895</b>	<b>214,614</b>	<b>1,771,418</b>

Appendix 3

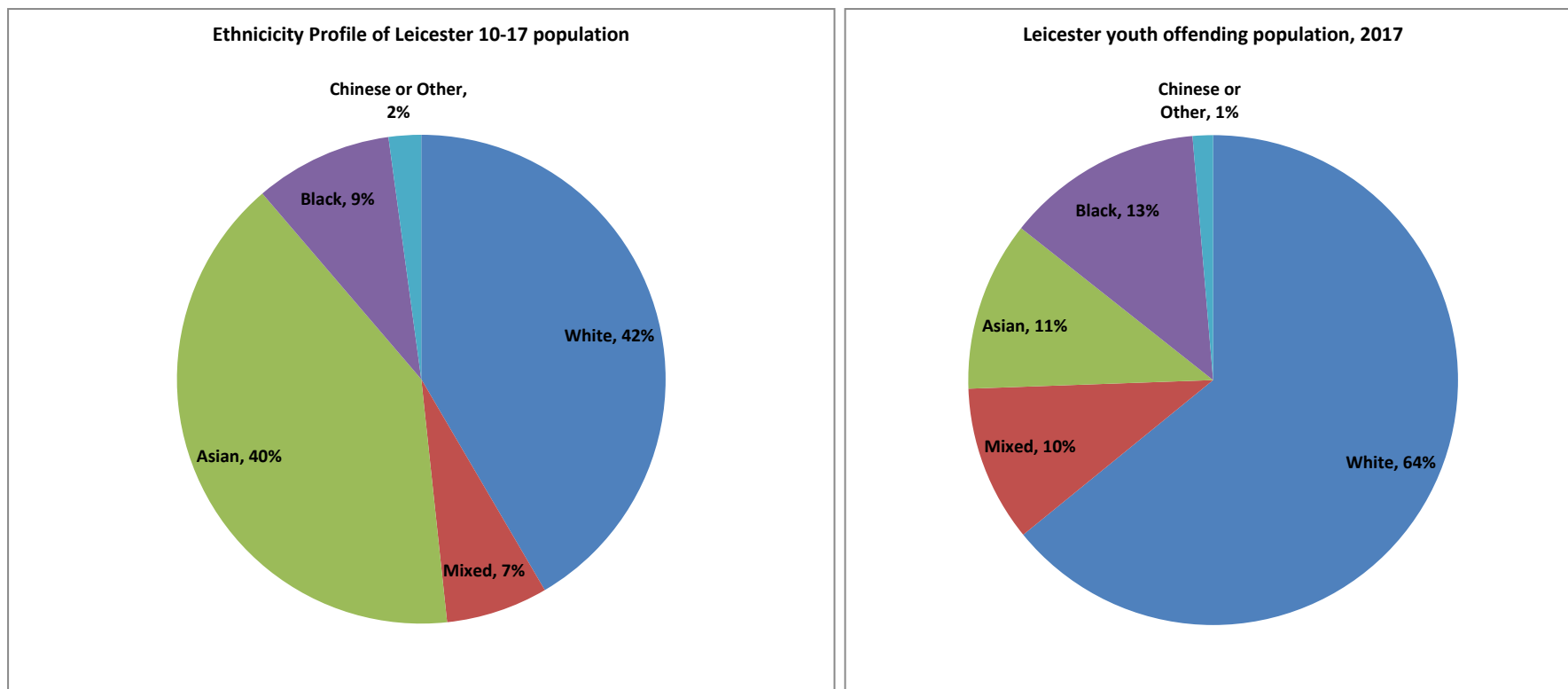
Leicester City Youth Offending Service (31 March 2017)



#### **Appendix 4: Equalities.**

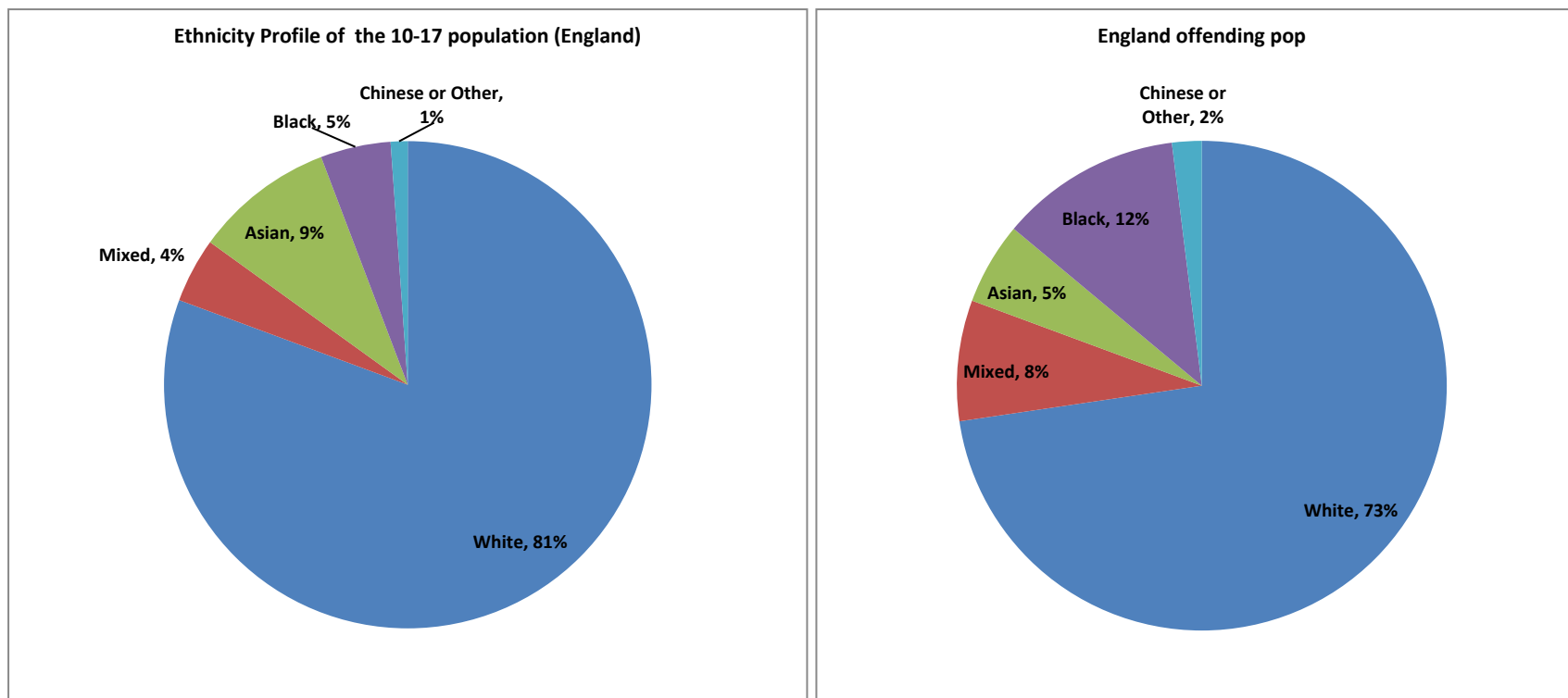
The Lammy Review (David Lammy MP, 2017) highlighted the continuing issue of over-representation of particular ethnic groups in the criminal justice system. It is important that youth offending services monitor the level of disproportionality in their local youth justice system and take measures, along with partners, to reduce any unjustified over-representation of particular ethnic groups. It is also important that the ethnic profile of those working with youth offenders broadly reflects the ethnic profile of the local population and the youth offending population in order that young people can be engaged most effectively. This is particularly important in a city such as Leicester with a highly ethnically diverse population. The gender of offenders and those working with them is another important consideration.

The charts below therefore illustrate the ethnicity and gender profiles of the youth offending population in Leicester along with the profiles of those working with them and of the wider youth population. The data is taken from the YOT Data Summary published by the Youth Justice Board, which is based on quarterly returns provided by all YOTs in England, and from the YOS records..



The pie charts above show very starkly that the Asian population in Leicester is very much under-represented in the youth justice system, and the white population is very much over-represented. The black and mixed ethnicity groups are slightly over-represented in the local youth justice system. The under-representation of the Asian population in the youth justice system is a national phenomenon. The over-representation of the white, black and mixed heritage groups in Leicester is a function of the large Asian population being under-represented, as these groups “take up the space” vacated by Asian young people being under-represented. It should not necessarily be taken to mean that these groups are more likely to offend in Leicester than they are elsewhere.

The ethnicity profiles for England of the 10-17 population and the youth offending population are shown below:



This illustrates how the under-representation of Asian young people and the over-representation of black and mixed heritage young people in the youth justice system are national phenomena. However, the over-representation of white young people in Leicester is not reflected nationally.

We can also see how the gender profile of youth offenders in Leicester compares with the national picture:

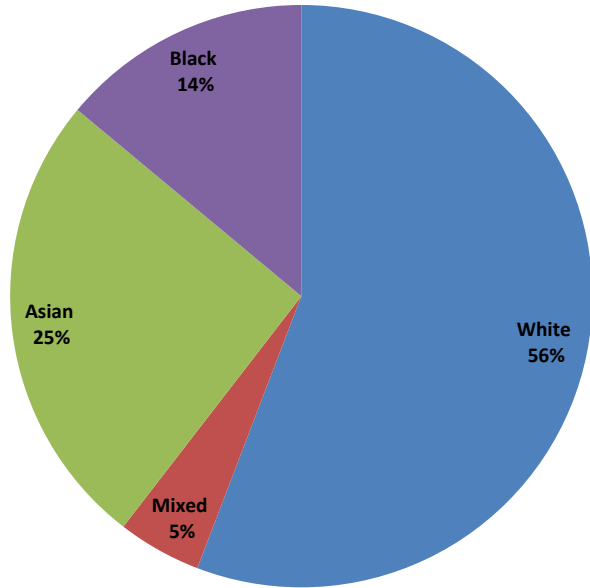


This shows that girls in Leicester make up a smaller proportion of the total offending population than they do nationally; just 10% locally as against 16% nationally.

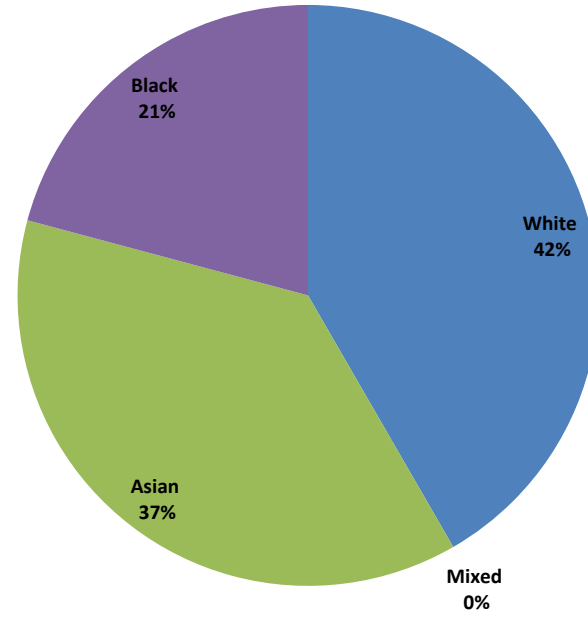
On the whole, white males are the most over-represented group in the Leicester youth justice system.

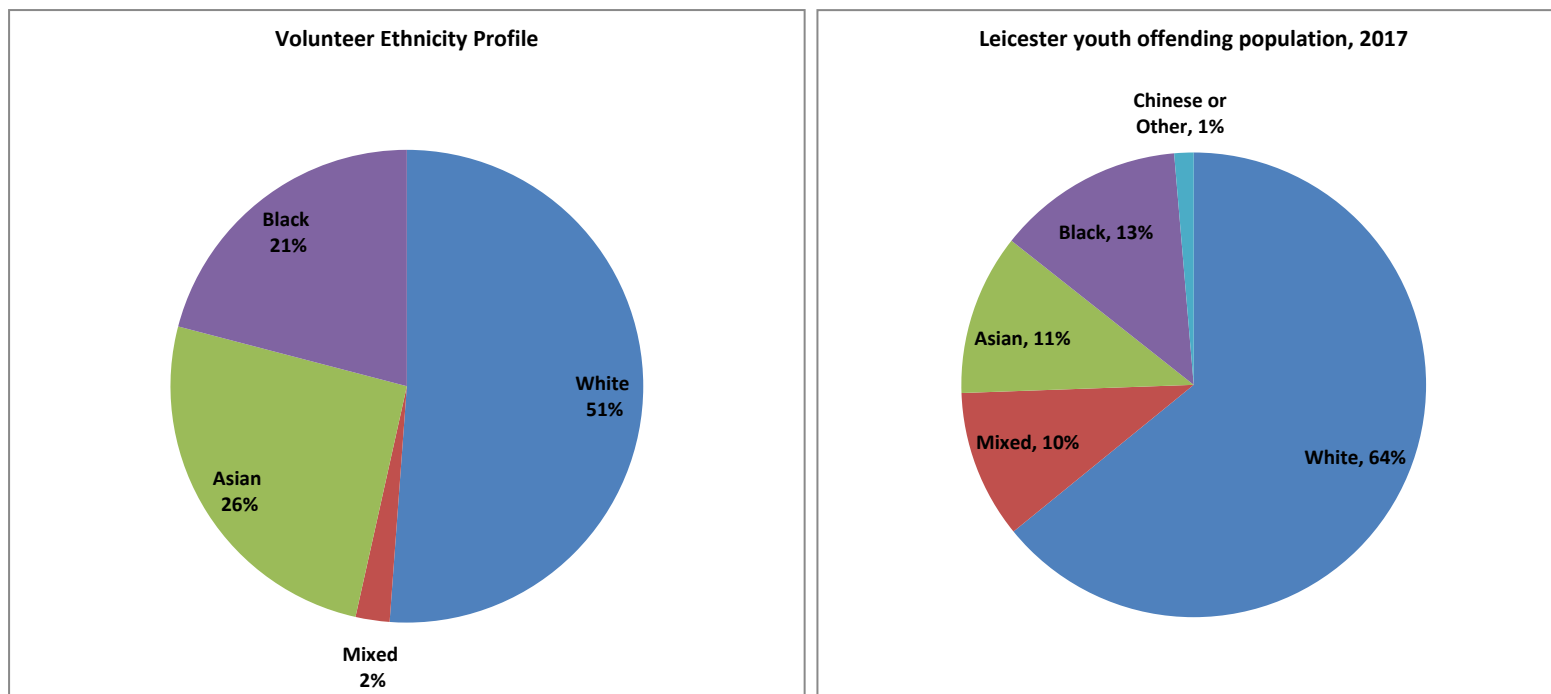
The following charts illustrate how the ethnicity and gender profiles of staff and volunteers in Leicester YOS compare with those for the young people they work with.

**Leicester YOS Staffing ethnicity profile**



**Leicester Community Panel Member Ethnicity Profile**



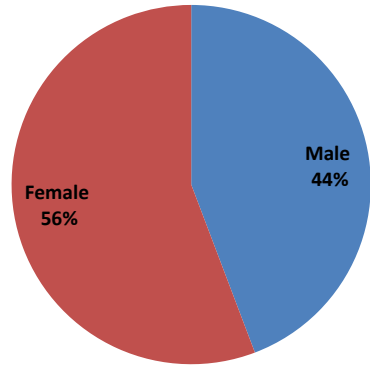


The ethnicity profiles of the paid staff (top left), the Community Panel Members (top right, who oversee the interventions for young people subject to Referral Orders) and of the volunteer mentors (bottom left) broadly reflect that of the general local 10-17 population, rather than that of the youth offending population. However, this is to be expected as all the groups are drawn from the local community. It is the youth offending ethnicity profile which is out of kilter, and this is due to the under representation of Asian young people within it.

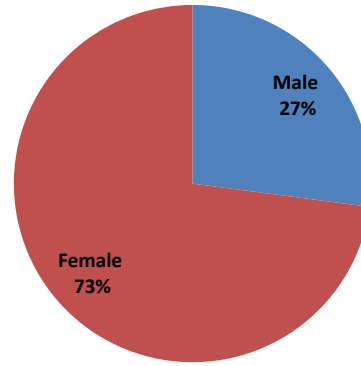
The charts below illustrate the gender profiles of those working with youth offenders in Leicester compared with the gender profile of the youth offender population:



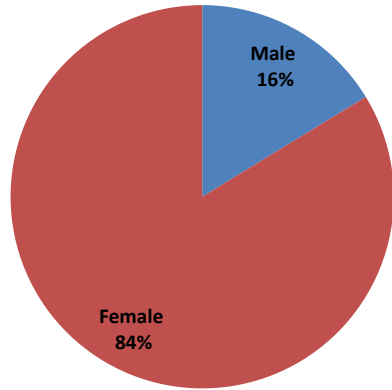
**YOS Staffing Gender Profile**



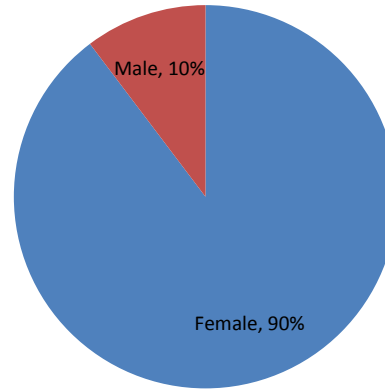
**Community Panel Member Gender Profile**



**Volunteer Mentors Gender Profile**



**Leicester offending population by gender**



This shows that the majority of those working with youth offenders in Leicester are female, particularly amongst the panel members and the mentors, whereas the youth offenders are predominantly male. It is important for boys to have positive male role models, therefore it would be beneficial if more male community panel members and mentors could be recruited.

The Youth Justice Board does not collect data on the other protected characteristics (disability and religion) amongst youth offenders nor those working with them. However, it is well known that young people with special educational needs, speech, language and communication needs and with emotional and mental health difficulties are over-represented in the youth offending population. Again, it would be beneficial for youth offenders to have positive role models of adults who have overcome such difficulties and the service is committed to ensuring youth offenders have access to appropriate support for their assessed educational and mental health needs.

An analysis of ethnic disproportionality in the youth justice system in Leicester was undertaken in 2017, and the findings and recommendations were presented to the management board and recommendations are embedded within the service improvement plan.

## **Appendix 5**

YJB Quarterly Performance Monitoring report



LYOS Performance  
report.docx