



# East Sussex

# Youth Justice Plan

# Update 2004-2005



NATIONAL PROBATION SERVICE  
for England and Wales



## Section A

### Summary and Approval

#### Summary

1. In the final paragraph of the report I wrote for last year's Youth Justice Plan I stated that the priority for the coming year was to sustain the progress achieved to date and to work closely with the relevant agencies to overcome the obstacles that had had a negative impact on performance in 2002. I am pleased to be able to report that in 2003 East Sussex Youth Offending Team (YOT) has continued to make good progress towards meeting the targets laid down by the Youth Justice Board.

2. In headline terms I am able to report:

- a continuing fall in the number of young people who reoffend
- continued confidence shown by the courts in the range of community-based programmes provided by the YOT to tackle the causes of offending behaviour by young people
- a significant rise in the proportion of young offenders receiving suitable education and training
- wider use of restorative justice methods in bringing home to young offenders the impact of their offending behaviour on victims and the community at large
- high levels of satisfaction reported by victims of youth crime and parents of young offenders in the service they receive from the YOT
- the development of new youth crime prevention programmes designed to divert young people away from crime

3. The statistics show that the YOT improved its overall performance against the 13 national targets set by the Youth Justice Board from 75.4% in 2002 to 78.9% in 2003. Although this improvement may at first sight appear modest, certain specific targets were more stringent compared to the previous year (for example, targets in relation to education and training, the proportion of young people sentenced to custody and the use of restorative processes). In this context YOT staff are to be congratulated on their achievements in challenging the behaviour of young people who offend and encouraging them to take proper responsibility for their actions. There is no doubt that effective intervention with young offenders can help divert them from crime and anti-social behaviour and thereby create safer communities.

4. Towards the end of 2003 a new scheme was introduced in East Sussex for dealing with persistent young offenders. The Intensive Supervision and Surveillance Programme (ISSP) is a nationally funded initiative aimed at the relatively small number of young offenders who commit a disproportionate number of offences. It combines a rigorous programme of intensive education and training and other supervised activities with a curfew backed up by an electronic tag to ensure the young person remains indoors at night. It is still too early to judge the effectiveness of this new scheme in keeping young people out of custody and out of trouble.

5. Also launched in 2003 have been a number of youth crime prevention projects aimed at diverting younger children away from crime and anti-social behaviour.

These projects have been funded by the Children's Fund programme and are concentrated on areas of Eastbourne, Bexhill and Hastings which are known to be youth crime 'hotspots'. Individual work with children is undertaken by experienced staff in close liaison with local primary and secondary schools and the children's families. The aim is to target children aged 10-13 who may have come to the attention of the police or who are considered by teachers to be at risk of becoming involved in criminal or anti-social behaviour. It is unfortunate that this exciting new initiative has, in common with other projects throughout the country, been dogged by financial uncertainty caused by the mishandling of the Children's Fund budget at national level following the disbanding of the Children and Young People's Unit. At the time of writing the funding for this initiative in 2004/05 has just been reinstated by the Department for Education and Skills.

6. The budgetary settlement for the YOT in 2004/05 has been very difficult. As I reported last year, the resource implications of implementing Referral Orders have been much greater than originally anticipated. The level of additional grant received from the Youth Justice Board for Referral Orders covers less than 50% of the actual cost of delivering the Order, taking into account the two additional full-time staff required to supervise Referral Order contracts and the very significant increase in reparation activity generated by the Order. This additional cost is not able to be met by local statutory partners and it represents the single biggest factor in a projected budgetary deficit of £180,000 for 2004/05. I have taken various measures to eliminate this deficit, including the non-filling of vacant posts. The effect of these measures will inevitably make it more difficult to ensure continued improvement in performance in the coming year.

7. The coming year also sees the gradual implementation of new legislation aimed at dealing with young offenders and their parents as well as tackling anti-social behaviour by children and young people. It is clear that YOTs will be given a key role to play in tackling the underlying causes of these behaviours but it remains to be seen whether any additional resources will be made available to support these new provisions.

8. The past year has also seen the first phase of Effective Practice audits whereby every YOT has carried out an audit of its practice in three areas of activity:-

- assessment, planning interventions and supervision
- final warnings
- education, training and employment

In East Sussex this proved to be a useful process and in July an improvement plan was drawn up in respect of each activity - in collaboration with the Regional Manager for the Youth Justice Board - to bring performance up from 'satisfactory' to 'good' in each area. In 2004 a fourth area of activity - parenting work - will be audited under the Effective Practice guidelines.

9. The Youth Justice Board has recently indicated that each YOT will be required during the course of 2004 to carry out an audit of its compliance with 20 key national standards, with a view to this becoming an annual requirement. Whilst these requirements are not unreasonable in themselves, I do question the capacity of East

Sussex YOT to manage this level of scrutiny on a sustained basis and deliver improved performance without additional investment from the statutory partners.

10. In conclusion, the key objectives for 2004/05 are as follows:-

- continuous improvement on the 13 performance measures
- achieving the requirements of the Effective Practice Improvement Plan
- creating a strategic training and development portfolio within the YOT
- identifying new funding streams to mitigate the impact of the budgetary settlement for 2004/05

**John Hawkins**  
**Head of Youth Offending Services**

#### **Assessment by Chair of YOT Chief Officers' Group**

11. The Chief Officers' Group is working well with good attendance from partner agencies. It meets every quarter and receives regular reports on YOT performance. Members of the Group are able to interrogate the data presented by the Head of Youth Offending Services and take appropriate action to deal with any identified problems.

12. Whilst welcoming the investment of additional resources from the Youth Justice Board in the work of the YOT over the past four years, the Group is frustrated by the tendency at national level to micro-manage local services. The Group would like to see more autonomy given to local services to help us achieve our local priorities for action.

13. I consider the YOT to be working well and to be an excellent example of how to deliver an integrated service effectively.

**Cheryl Miller**  
**Chief Executive, East Sussex County Council**

## Approval

	<b>Name of Chief Officer</b>	<b>Signature</b>	<b>Date</b>
<b>Chief Executive</b>	<b>Cheryl Miller</b>		
<b>Education Dept</b>	<b>Denise Stokoe</b>		
<b>Health Service</b>	<b>Toni Wilkinson</b>		
<b>Police Service</b>	<b>Joe Edwards</b>		
<b>Probation Service</b>	<b>Brian Clark</b>		
<b>Social Services</b>	<b>David Archibald</b>		
<b>Crown Prosecution Service</b>	<b>Sarah Jane Gallagher</b>		
<b>Voluntary Sector (Crime Reduction Initiatives)</b>	<b>David Royce</b>		

Crime Reduction Initiatives (CRI) is a voluntary sector organisation whose origins are in Sussex .

# **EAST SUSSEX YOUTH JUSTICE PLAN**

## **UPDATE 2004/05**

### **Glossary of Terms**

<b>APIR</b>	Assessment, Planning, Intervention and Review
<b>ASSET</b>	YOT Assessment tool
<b>CAMHS</b>	Child and Adolescent Mental Health Services
<b>CRI</b>	Crime Reduction Initiatives
<b>DoH</b>	Department of Health
<b>DTO</b>	Detention and Training Order
<b>EAZ</b>	Education Action Zone
<b>ESCC</b>	East Sussex County Council
<b>E2E</b>	Education to Employment
<b>ETE</b>	Education, Training and Employment
<b>GOSE</b>	Government Office for the South East
<b>HR</b>	Human Resources
<b>ISSP</b>	Intensive Supervision and Surveillance Programme
<b>LA</b>	Local Authority
<b>LEA</b>	Local Education Authority
<b>LSC</b>	Learning & Skills Council
<b>NCH</b>	National Children's Home
<b>NS</b>	National Standards
<b>NVQ</b>	National Vocational Qualification
<b>PCT</b>	Primary Care Trust
<b>PSR</b>	Pre-sentence Report
<b>PYO</b>	Persistent Young Offender
<b>RJ</b>	Restorative Justice
<b>SDR</b>	Stand Down Report
<b>SSD</b>	Social Services Department
<b>SSR</b>	Specific Sentence Report
<b>YIP</b>	Youth Inclusion Programme
<b>YJB</b>	Youth Justice Board
<b>YOI</b>	Young Offenders Institute (run by the Prison Service)

## SECTION B

### Prevention

- 1 The table below provides information on how in East Sussex 25% of the Children's Fund will be spent in 2004/05 on youth crime prevention activities targeting 10-13 year olds:

<b>Area</b>	<b>Activity</b>	<b>Budget (£)</b>
Hastings	(i) Junior YIP (Additional Inclusive Learning Tutors)	145,935
Eastbourne	(i) Junior YIP (Eastbourne Youth Crime Prevention Project)	99,265
Bexhill	Youth Centre Inclusion Programme (11-13 yr olds)	31,050
Central Costs	Contribution - central costs of Children's Fund	29,918
	To be allocated	16,123
<b>Total</b>		<b>322,291</b>

- 2 All these activities will be targeted at children aged 10-13 who are identified by schools, the police, the YOT, the youth service and other agencies as being at high risk of involvement in crime and anti-social behaviour.
- 3 The model of intervention being developed by the Eastbourne Youth Crime Prevention Project is having promising early results in terms of its effectiveness in diverting young people in years 7 and 8 at school from involvement in offending and anti-social behaviour. If this success is sustained over the next year and more, and resources permit, we will seek to roll it out more widely as part of the youth crime prevention strategy for East Sussex.
- 4 In relation to the wider identification of children and young people at high risk of offending, there are already multi-agency groups in place in certain parts of the county (for example, Hastings) that exchange information on such young people. However, there is no consistency in these arrangements (where they exist) at present and none of the groups can properly be described as a youth inclusion and support panel.
- 5 The YOT has been successful in applying to East Sussex County Council and to the Rother Crime and Disorder Reduction Partnership for additional ring-fenced monies in 2004/05 to develop programmes at local level that aim to tackle the causes of anti-social behaviour by young people. This funding will generally be used for work with children and young people who are identified as being at risk of offending and involvement in anti-social behaviour.

## SECTION C

### Governance and Resources

**Table B: Membership of the Chief Officers' Group**

<b>NAME</b>	<b>AGENCY REPRESENTED</b>	<b>POST HELD IN AGENCY</b>
Chair: Cheryl Miller	East Sussex County Council	Chief Executive
Denise Stokoe	East Sussex Education Dept	Director of Education
Toni Wilkinson	Hastings & St Leonards PCT	Chief Executive
Christopher Pascoe	Sussex Police	Chief Inspector
Peter Rogers	National Probation Service	Assistant Chief Probation Officer
David Archibald	East Sussex Social Services Dept	Director of Social Services
Helen Davies	East Sussex Social Services Dept	Assistant Director, Children & Families
Andrew Holt	Crown Prosecution Service	Area Youth Co-ordinator
David Royce	Crime Reduction Initiatives	Chief Executive
John Hawkins	East Sussex Youth Offending Team	Head of Youth Offending Services

#### **Line management arrangements for Head of Youth Offending Services:**

Helen Davies, Assistant Director, Children and Families, Social Services Department

#### **YOT Staffing Structure**

The YOT staffing structure is an amalgam between a functionally distributed and a geographically distributed service.

The Early Intervention Team delivers final warning work and the supervision of Referral Order contracts across the whole county and is based at St Mark's House, Eastbourne.

The two Court and Casework teams provide a geographically distributed service from their offices in Brodrick Close, Eastbourne and Cambridge Road, Hastings.

## Resources

### Staffing of the Youth Offending Team

The staffing resources of the Youth Offending Team are as follows:-

	Perm- anent	Fixed Term	Secondee SSD	Secondee Probation	Secondee Police	Secondee Health	Secondee Education	Vacant	Total
Managers Strategic	1								1
Managers Operations			2		1				3
Snr Pract	1	1	2						4
Pract'nrs f/t	9	4	2	1	1		2	2	21
Pract'nrs p/t	1	3	4			2		1	11
Admin	8							1	9
Sessional			6						6
Students		2							2
Volunteers*									41
<b>Total</b>	20	10	16	1	2	2	2	4	98
<b>Gender and Ethnicity</b>									
White Male	8	3	6	1		1	1	n/a	20
White Female	12	7	10		2	1	1	n/a	33
Other Ethnicity								n/a	
<b>Total</b>	20	10	16	1	2	2	2	n/a	53

*N.B. There are no seconded staff from Connexions or other agencies.*

\*The 41 volunteers comprise: 22 Community Panel Members (Referral Orders) and 19 volunteer Appropriate Adults. The gender breakdown is 14 male, 27 female. Their ethnic origin is 40 White with 1 Black British volunteer.

**Table 26: Services planned for the financial year 2004/05**

<b>Core Activity</b>	<b>Service Provider If Not Solely the YOT</b>	<b>Total Budget or Projected Cost to the YOT (£)</b>
Preventive Services (Children's Fund)  (Anti-Social Behaviour)	Hastings EAZ/Bexhill Community Partnership/ Youth Service/YOT Rother CDRP East Sussex County Council	322,291  25,000 30,000
PACE Services	Rainer	40,000
Pre Court	Rainer (Mentoring) NCH (Mentoring)	2,500
Court based Services	n/a	
Remand Services	Social Services	69,000
Community based disposals	Rainer (Mentoring)	2,500
Through care / after care	n/a	
Other Orders	CRI (Parenting)	46,961
<b>Total</b>		<b>538,252</b>

**Table 26a: Additional Youth Crime Expenditure External to 2004/05 Youth Offending Team Budget**

This table is optional and it is not included in this Youth Justice Plan Update because of the unreliability of defining the full cost of preventing youth crime.

However, it is possible to report, in relation to Community based disposals, that the Probation Service will spend approximately **£61,050** in 2004/05 on Community Service programmes for 16 and 17 year olds who receive either a Community Punishment Order or a Community Punishment and Rehabilitation Order.

This sum is based on 33 young people receiving one of these two sentences in 2003 and on a unit cost figure of £1,850 per young person sentenced.

**Table 27: Youth Offending Team Budget Financial Year 2004/05 – Sources**

<b>Agency</b>	<b>Staffing Costs (£)</b>	<b>Payments In Kind – Revenue (£)</b>	<b>Other Delegated Funds (£)</b>	<b>Total (£)</b>
Police	49,500	50,000	34,415	133,915
Probation	36,140		25,000	61,140
Social Services	587,000	69,000	120,000	776,000
Education	39,850	14,000	31,315	85,165
Health	53,110		24,890	78,000
LA Chief Exec		30,000		30,000
Additional Funding (Table 27a)				400,713
<b>Total</b>	<b>765,600</b>	<b>163,000</b>	<b>235,620</b>	<b>1,564,933</b>

**Table 27a: Additional Sources of Income**

<b>Additional Source</b>	<b>Amount (£)</b>
Single Regeneration Budget	
European Funding	
Youth Justice Board	375,713
Other (Rother CDRP)	25,000
<b>Total (for inclusion in Table 27)</b>	<b>400,713</b>

**Table 27b: Pooled budget**

<b>Agency Contributing</b>	<b>Amount (£)</b>
Police	84,415
Probation	25,000
Social Services	120,000
Education	31,315
Health	24,890
LA Chief Executive	
<b>Total</b>	<b>285,620</b>

**Table 27d: Health Service contributions to the Youth Offending Team**

<b>Health Contribution: Funding source</b>	<b>Amount (£k)</b>
Hastings and St Leonards PCT	19,500
Eastbourne and Downs PCT	19,500
Sussex Downs and Weald PCT	19,500
Bexhill and Rother PCT	19,500
<b>Total</b>	<b>78,000</b>

## SECTION D

### Performance Measures

**MEASURE 1: Ensure that there are in place Youth Inclusion and Support Panels (YISP), or other effective arrangements that ensure children and young people at risk of offending are targeted by mainstream services.**

#### Target:

At least 200 young people are identified and targeted for support each year.

#### Data:

Measure	2004 Target	2005 Target
No. of young people identified and targeted for support	200	200

#### Actions to achieve the target:

This is a completely new target.

Existing youth crime prevention programmes in Eastbourne, Hastings and Bexhill funded via the Children's Fund 25% requirement will deliver the numbers required to meet the target

#### Constraints:

No formal YISP in place but an equivalent arrangement has recently been established in the Hastings area

#### Links to agency partners:

Schools, Police, Social Services, Youth Development Service, Voluntary Organisations

#### Links to allied themes:

Children's Fund  
Tackling Anti-Social Behaviour

#### Learning and development actions:

YJB Effective Practice Guidance on Targeted Prevention Programmes

**MEASURE 2: Reduce reoffending rates for pre-court disposals, first tier penalties, community penalties and custodial penalties.**

**Target:**

By December 2004 achieve a reduction of 5% in reoffending rates (based on the 2000 cohort compared with the 2001 cohort after 24 months).

By December 2005 achieve a reduction of 5% in reoffending rates (based on the 2001 cohort compared with the 2002 cohort after 24 months).

**Data:**

<b>Outcome band</b>	<b>2000 cohort % reoffending after 24 months</b>	<b>2001 cohort % reoffending after 24 months</b>	<b>Target 2002 cohort % reoffending after 24 months</b>	<b>2003 cohort (Number for Oct/Dec qtr)</b>
<b>Pre-Court</b>	<b>38.3%</b>	<b>29.1%</b>	<b>28%</b>	<b>201</b>
<b>First tier penalties</b>	<b>61.9%</b>	<b>49.1%</b>	<b>48%</b>	<b>73</b>
<b>Community penalties</b>	<b>72.1%</b>	<b>76.1%</b>	<b>60%</b>	<b>46</b>
<b>Custody</b>	<b>57.1%</b>	<b>66.7%</b>	<b>66.7%</b>	<b>4</b>
<b>Total</b>	<b>48.8%</b>	<b>39.4%</b>	<b>39%</b>	<b>324</b>

**Actions to achieve the target:**

The overall target for 2003 has been exceeded with a 12.1% reduction in reoffending achieved against the 3% target. However, variations in the cohort sizes between 2001, 2002 and 2003 mean that I am anticipating an increase in the reoffending rate at the end of 2004 but a further reduction in the reoffending rate at the end of 2005.

**Constraints:**

Significant variations in the cohort sizes between 2001 and 2002, especially in the pre-court and first-tier penalty populations.

**Links to agency partners:**

Connexions Service to prioritise young offenders for discretionary project funding.

**Links to allied themes:**

Increased use of RJ processes and victim empathy.  
Continue to develop the range of programmes linked to Referral Order interventions.  
Increased levels of participation in ETE by young people.

**Learning and development actions:**

Use of YJB Effective Practice Guidance and related learning materials.

**MEASURE 3: Ensure that the proportion of final warnings supported by interventions remains at 80%.**

**Target:**

By December 2004 to have 80% of final warnings supported by interventions.

**Data:**

<b>Final Warnings</b>	<b>2001 Baseline</b>	<b>2002 Outturn</b>	<b>2003 Outturn</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>% of final warnings supported by intervention</b>	<b>58.3%</b>	<b>70.1%</b>	<b>71.1%</b>	<b>80%</b>	<b>80%</b>

**Actions to achieve the target:**

Performance in 2003 has remained relatively static at just over 70%.

Final Warning clinics were piloted in the autumn of 2003 in Eastbourne and Hastings. Sussex Police are to commence bailing young people for a final warning assessment from April 2004 with a view to maximising the proportion of young people eligible for a final warning intervention programme.

**Constraints:**

Resource implications involved in raising performance to 80% by 2004.

**Links to agency partners:**

Sussex Police

**Links to allied themes:**

Increased use of groupwork methods for this group of offenders

**Learning and development actions:**

YJB Effective Practice Guidance on Final Warnings.

**MEASURE 4: Reduce the use of the secure estate for remands and custodial sentences**

**Target:**

Remands: Reduce the number of remands to the secure estate (as a proportion of all remand episodes excluding conditional/ unconditional bail) to 30%

Custody: Reduce the number of custodial sentences as a proportion of all court Disposals to 6%

**Data:**

<b>Outcome</b>	<b>2001 Baseline</b>	<b>2002 Outturn</b>	<b>2003 Outturn</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>Remands %</b>	<b>36.8%</b>	<b>46.3%</b>	<b>55.4%</b>	30%	30%
<b>Custodial Sentences %</b>	<b>6.6%</b>	<b>4.6%</b>	<b>4.1%</b>	6%	6%

**Actions to achieve the target:**

Performance in relation to the proportion of custodial sentences continues to exceed the target. Targeted use of ISSP will help sustain this improvement in performance.

In relation to custodial remands:

Performance has worsened during 2003 largely because of the lack of remand foster carers in the county and other suitable accommodation for young people on bail supervision programmes.

YOT to contract with a local independent fostering agency to provide 1 remand placement at all times.

Ensure that the new ISSP scheme includes a robust bail ISSP component.

**Constraints:**

Lack of a remand liaison service at Feltham YOI

Lack of access to bail hostels for 17 year olds.

Lack of suitable accommodation for 16 and 17 year olds to offer courts as a satisfactory alternative where young person has no fixed abode.

Patchy provision of daytime activities to support remanded young people or those on bail supervision.

**Links to agency partners:**

New DoH fostering regulations implemented by SSD.

YOT accommodation strategy supported by Leaving Care/Young Homeless Services.

**Links to allied themes:**

Use of ISSP as a direct alternative to custody.

**Learning and development actions:**

YJB Effective Practice Guidance on Remand Management

YOT social work staff recruiting new carers to be trained in new regulations.

## **MEASURE 5: Use of restorative justice processes and victim satisfaction.**

### **Target:**

Ensure that 75% of victims of all youth crime referred to YOTs are offered the opportunity to participate in a restorative process and 75% of victims participating are satisfied.

### **Data:**

<b>Measure</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>% of victims offered opportunity to participate in restorative justice processes</b>	75	75
<b>% of satisfied victims</b>	75	75

### **Actions to achieve the target:**

This is an amended target that brings together previously separate targets for the use of restorative processes and victim satisfaction

Work with victims to continue to be organised by the YOT Restorative Justice Co-ordinator to ensure present high level of victim satisfaction is sustained

Develop a monitoring system to calculate the number of victims referred to the YOT  
6 YOT staff already trained in mediation to facilitate face-to-face meetings between young offenders and victims

### **Constraints:**

Unwillingness of certain individual and corporate victims to engage in restorative processes

Restorative process at final warning stage can only be undertaken on a voluntary basis

Mediation is necessarily a voluntary process for both parties

Limited capacity to meet the demand for reparation placements.

### **Links to agency partners:**

Crime and Disorder Reduction Partnerships to develop specific restorative initiatives in local areas.

### **Links to allied themes:**

Referral Orders, National Objectives 2, 3 and 4, East Sussex Best Value Action Plan.

### **Learning and development actions:**

Youth Justice Board Effective Practice Guidance in Restorative Justice.

Victim/Offender mediation training for YOT staff in place.

## MEASURE 6: Parenting

### Target:

Ensure that 10% of young people with final warnings supported by intervention and community based penalties receive a parenting intervention and 75% of parents participating in parenting interventions are satisfied

### Data:

	2004 Target	2005 Target
<b>% of young people with final warnings supported by intervention and community based penalties receiving a parenting intervention</b>	10	10
<b>% of parents expressing satisfaction</b>	75	75

### Actions to achieve the target:

This is an amended target that widens the scope of parenting work to include work with parents of young people who receive a final warning supported by an intervention programme

A minimum of 5 YOT staff to be trained by May 2004 to deliver the STOP parenting programme to parents who do not require the more intensive service provided by CRI

### Constraints:

Capacity of service to meet increased demand arising from implementation of new legislation (Anti-Social Behaviour Act 2003, Criminal Justice Act 2003) without additional resources

### Links to agency partners:

CRI provides the parenting service under contract to the YOT Social Services, CAMHS, Education Welfare Service

### Links to allied themes:

Tackling anti-social behaviour

### Learning and development actions:

YJB Effective Practice Guidance on Parenting.

STOP parenting training to be offered to key YOT staff.

**MEASURE 7: Ensure ASSET is completed for all young people subject to relevant community disposals and custodial sentences.**

**Target:**

Relevant community disposals: 100% at assessment and closure stages.

Custodial sentences: 100% at assessment, transfer to community and closure stages.

**Data:**

<b>Measure Relevant Community</b>	<b>2001 Baseline</b>	<b>2002 Outturn</b>	<b>2003 Outturn</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>% Assessments completed</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	100%	100%
<b>% Closures completed</b>	<b>9.0%</b>	<b>87.9%</b>	<b>100%</b>	100%	100%

<b>Measure Custody</b>	<b>2001 Baseline</b>	<b>2002 Outturn</b>	<b>2003 Outturn</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>% Assessments completed</b>	<b>31.6%</b>	<b>100%</b>	<b>100%</b>	100%	100%
<b>% Transfer Completed</b>	<b>31.6%</b>	<b>100%</b>	<b>100%</b>	100%	100%
<b>% Closure Completed</b>	<b>21.1%</b>	<b>100%</b>	<b>100%</b>	100%	100%

**Actions to achieve the target:**

Target achieved consistently throughout 2003.

**Constraints:**

None.

**Links to agency partners:**

Implementation of new assessment system (APIR) by Connexions Personal Advisers offers opportunities for appropriate exchange of information to enhance the quality of assessments made on young people and to reduce duplication

**Links to allied themes:**

Aggregated information from ASSET will be used to help inform the Education Development Plan, the Behaviour Support Plan and the Children and Young People's Strategic Plan

**Learning and development actions:**

YJB Effective Practice Guidance on Assessment, Planning Interventions and Supervision.

## **MEASURE 8: Pre-sentence reports**

### **Target:**

Ensure that 90% of pre-sentence reports are submitted within the timescales prescribed by National Standards (10 days for PYOs, 15 days for the general offender population)

### **Data:**

<b>% PSRs completed</b>	<b>2001 Baseline</b>	<b>2002 Outturn</b>	<b>2003 Outturn</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>PYO</b>	<b>69.6%</b>	<b>75.0%</b>	<b>75.0%</b>	90%	90%
<b>General Pop'n</b>	<b>82.8%</b>	<b>87.6%</b>	<b>83.3%</b>	90%	90%

### **Actions to achieve the target:**

Court Officers to continue to be proactive in court to influence adjournment periods. YOIS now available in Hastings Youth Court to facilitate use of Specific Sentence Reports (SSRs) or Stand Down Reports (SDRs).

### **Constraints:**

Pressure on court time may result in cases being adjourned outside timescales. Lack of space in Eastbourne Youth Court for a base for YOT Court Officer staff. Magistrates cautious about requesting SSRs or SDRs.

### **Links to agency partners:**

The YOT will report regularly to Youth Panels on performance and practice matters. The YOT will play an active role in the newly reconfigured multi-agency groups that have been established by the Sussex Criminal Justice Board on reducing delays

### **Links to allied themes:**

National Objective – Swift Administration of Justice  
National Pledge on Persistent Young Offenders  
Narrowing the Justice Gap

### **Learning and development actions:**

YJB Effective Practice Guidance on Swift Administration of Justice  
Refresher training to be arranged for YOT report writers on PSR writing.

**MEASURE 9: Ensure that all initial training plans for young people subject to Detention and Training Orders are drawn up within timescales prescribed by National Standards**

**Target:**

All (100%) initial training plans drawn up within 10 working days of the sentence being passed.

**Data:**

Measure	2001 Baseline	2002 Outturn	2003 Outturn	2004 Target	2005 Target
% of plans drawn up within National Standards	37.0%	33.3%	85%	100%	100%

**Actions to achieve the target:**

Greatly improved performance in 2003 compared to the two previous years.  
Continue to press YOIs to convene initial training plan meetings within NS timescales  
Investigate the feasibility of video conferencing for initial training plan meetings.

**Constraints:**

Cost and/or availability of new equipment.  
Capacity of secure estate establishments to convene initial meetings within NS timescales.

**Links to agency partners:**

Juvenile secure estate establishments

**Links to allied themes:**

Implementation of ISSP means that this programme is available in certain defined circumstances for young offenders on transfer from custody to the community as part of a DTO

YJB commitment to maximise the percentage of young offenders serving a custodial sentence who are placed within 50 miles of their home

**Learning and development actions:**

YJB Effective Practice Guidance on Assessment, Planning Interventions and Supervision and Offending Behaviour Programmes

## MEASURE 10: Education, Training and Employment

### Target:

To ensure that 90% of young offenders supervised by the YOT are either in full-time education, training or employment.

### Data:

Measure	2001 Baseline	2002 Outturn	2003 Outturn	2004 Target	2005 Target
% supervised by YOT in full-time ETE	51.3%	60.8%	75.2%	90%	90%

### Actions to achieve the target:

Significantly improved performance recorded in 2003 compared to previous 2 years  
Ensure educational status is recorded accurately by YOT staff at ASSET stage  
Collaborate with Sussex LSC, Sussex Connexions and East Sussex Learning Partnership to consolidate the initial implementation of the e2e project and work to expand its range towards a comprehensive and more suitable provision  
Contact all post-16 educational establishments to improve joint working arrangements  
Consolidate the work undertaken with secondary schools and the LEA to maximise the participation of young offenders of statutory school age in full-time education  
Negotiate a parent/family learning programme to be delivered to parents and families of young offenders

### Constraints:

Young offenders not regarded as a priority within the Standards agenda  
Difficulty in identifying sufficient work placements to support ETE programmes  
Limited diversity in employment opportunities  
Transportation difficulties  
LEA budgetary pressures  
Participation in post 16 ETE is non statutory  
Insufficient capacity to deal with the depth and breadth of learning inhibitors experienced by young offenders

### Links to agency partners:

Sussex LSC, Sussex Connexions, East Sussex Learning Partnership, East Sussex LEA, East Sussex Youth Development Service

### Links to allied themes:

Development of Personal Adviser service through Sussex Connexions  
Implementation of E2E by Sussex LSC  
East Sussex Learning Partnership delivery of E2E, basic skills strategy and the 14-19 curriculum strategy  
LEA Education Development Plan, Behaviour Support Plan and Inclusion Strategy

### Learning and development actions:

Basic skills screening assessment, Language screening assessment, Basic skills and lifeskills delivery, YJB Effective Practice Guidance on ETE.

## MEASURE 11: Accommodation

### Target:

- All YOTs have a named accommodation officer
- 100% of young people subject to final warnings with intervention, relevant community based penalties, or on release from the secure estate have suitable accommodation to go to.

### Data:

<b>Name of Accommodation Officer:</b>	<b>2003 Outturn</b>	<b>2004 Target</b>
Julia Osman*		
<b>% of young people supervised by YOT that have suitable accommodation to go to at the conclusion of a final warning with intervention, relevant community based penalty, or on release from the secure estate</b>	88.9%	100%

\*Julia Osman is leaving the YOT in April 2004.

### Actions to achieve the target:

Contract with Harbour Care (an Independent Fostering Agency) for one remand placement.

Work with Leaving Care Service to develop improved provision of supported accommodation for vulnerable 16 and 17 year olds.

Circulate the YOT Accommodation and Support Strategy

### Constraints:

Financial support required to provide support to young people

Difficulties in recruiting remand foster carers

Interpretation by housing agencies of 'satisfactory accommodation' for young people supervised by the YOT

### Links to agency partners:

Social Services Department general fostering recruitment campaign

### Links to allied themes:

Roll-out of ISSP as a direct alternative to custody

### Learning and development actions:

To pursue a regional approach amongst YOTs with the aim of agreeing a common definition of 'suitable accommodation'

## **MEASURE 12: CAMHS (Child and Adolescent Mental Health Services)**

### **Target:**

All young people who are assessed by ASSET as manifesting:

- Acute mental health difficulties to be referred by YOTs to CAMHS for a formal assessment commencing within 5 working days of the receipt of the referral with a view to their accessing a tier 3 service or other appropriate CAMHS tier service based on this assessment
- Non-acute mental health concerns to be referred by the YOT for an assessment and engagement by the appropriate CAMHS tier (1-3) commenced within 15 working days.

### **Data:**

<b>Measure</b>	<b>2001 Baseline</b>	<b>2002 Outturn</b>	<b>2003 Outturn</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>% of acute assessments commenced within timescale</b>	<b>100%</b>	<b>75%</b>	<b>66.7%</b>	100%	100%
<b>% of non-acute assessments commenced within timescale</b>	<b>72.7%</b>	<b>75%</b>	<b>73.9%</b>	100%	100%

### **Actions to achieve the target:**

Performance significantly improved in second half of 2003 following the appointment of suitably qualified and experienced clinical psychologists to YOT health posts

### **Constraints:**

Delays in issuing guidance to accompany the implementation of the national Mental Health Screening Tool

### **Links to agency partners:**

CAMHS grant to assist in the provision of improved mental health services for vulnerable children and their families

### **Links to allied themes:**

Chrysalis Service is now established as a credible programme for work with children and young people who exhibit sexually challenging behaviour

### **Learning and development actions:**

Further training for YOT staff in the use of the Mental Health Screening Tool  
YJB Effective Practice Guidance for Work with Young People who Sexually Abuse

## **MEASURE 13: Substance Misuse**

### **Target:**

Ensure all young people are screened for substance misuse, that those with identified needs receive appropriate specialist assessment within 5 working days and following the assessment access the early intervention and treatment services they require within 10 working days.

<b>Measure</b>	<b>2004 Target</b>	<b>2005 Target</b>
<b>% of young people screened for substance misuse</b>	100	100
<b>% of young people with identified needs receiving appropriate specialist assessment within 5 working days</b>	100	100
<b>% of young people accessing the early intervention and treatment services they require within 10 working days</b>	100	100

### **Actions to achieve the target:**

This is a completely new target.

In conjunction with the under 19s Substance Misuse Service, a new referral process will be introduced from April 2004 for young people assessed by the YOT who score 2 or higher in the Substance Misuse section of the ASSET to enable an appropriate specialist assessment to be undertaken within the required timescale

### **Constraints:**

Availability of appropriate treatment services.

### **Links to agency partners:**

Drug and Alcohol Action Team

Under 19s Substance Misuse Service

### **Links to allied themes:**

Children of Substance Misusing Parents

### **Learning and development actions:**

YJB Effective Practice Guidance for Substance Misuse

## SECTION E

### Human Resources and Learning Strategy 2004/05

Number of staff required to attend modules of Effective Practice Learning and Development Programme from September 2004	40	Number of volunteers undertaking training (eg Referral Order Cluster Award / Appropriate Adult NVQ)	50
Number of staff undertaking learning leading to a nationally accredited qualification in 2004/05	12	Number of managers undertaking YJB management programme	1
<p><b>Local Recruitment Plans</b></p> <p>(i) <i>Estimated staffing requirements for 2004/05</i>  The major requirement for 2004/05 is to develop the skills of the existing staff team as part of a programme of continuous improvement  It is anticipated that up to 12 community panel volunteers and up to 10 volunteer appropriate adults will be recruited in 2004/05</p> <p>(ii) <i>Local recruitment schemes already in place</i>  No specific local recruitment schemes already in place.</p>			
<p><b>Any formal links with local LSC to support staff training</b>  None at present</p>			
<p><b>Any formal links with higher educational institutions in region</b>  Sussex University – provision of 3 placements per annum for students undertaking social work qualification training</p>			
<p><b>Local and regional support available to produce training plans</b>  The 8 YOTs in the South of Thames area of the GOSE region have collaborated to use YJB funding to employ a regional Learning and Development Co-ordinator to develop and implement the regional HR and Learning Plan.  The main priority for this postholder will be to develop a programme of INSET training to support the Effective Practice agenda.</p>			
<p><b>Nature of links with any secure establishments in the SE Region for training purposes</b>  The regional HR and Learning Plan was drawn up in partnership with Feltham YOI and Medway Secure Training Centre.</p>			

## **Effective Practice and Quality Assurance**

In April 2003 the YOT completed its self-assessment and draft improvement plan to the YJB in respect of the following three areas of Effective Practice:-

- Assessment, Planning Interventions and Supervision
- Final Warning Interventions
- Education, Training and Employment

In all three areas the self-assessment resulted in an overall score of **1**, i.e. there was evidence of effective practice in a minority of cases. The improvement plan was approved in July 2004 and this sets out a target of achieving a **2** in each area, i.e. to show evidence of effective practice in a majority of cases. Progress on meeting the targets set out in the improvement plan is to be reviewed in April 2004.

In December 2003 the YOT completed an initial self-assessment in respect of a fourth area of Effective Practice, namely Parenting Services. This resulted in a score of **2**, with evidence of effective practice in a majority of cases. A draft improvement plan will be submitted in April 2004.

## **Resource Constraints**

The resource constraints that will impact on the capacity of the YOT to achieve targets for improving the quality of service relate to budgetary and personnel factors. For example, action to improve the quality of Final Warning Interventions requires an increased level of resourcing that partner agencies are not able to provide in the foreseeable future. This will make it more challenging to achieve the performance target on final warning interventions. Equally, there are resource implications in providing YOT practitioner staff with the necessary training and development input to improve their practice so that, for example, evidence of good quality work is routinely recorded on case files.