



Reading Youth Justice Plan 2023 - 24





Contents

- 1. Introduction, vision and strategy**
 - 2. Child First**
 - 3. Voice of the child and Feedback**
 - 4. Governance, leadership and partnership arrangements**
 - 5. Board development**
 - 6. Progress on previous plan**
 - 7. Resources and services**
 - 8. Performance**
 - 9. Local key performance indicators**
 - 10. Profile of Children in Reading YJS**
 - 11. Children from groups which are over-represented**
 - 12. Prevention**
 - 13. Diversion**
 - 14. Education**
 - 15. Restorative approaches and victims**
 - 16. Serious violence and exploitation**
 - 17. Detention in police custody**
 - 18. Remands**
 - 19. Use of custody**
 - 20. Constructive resettlement**
 - 21. Standards for children in the justice system**
 - 22. Workforce Development**
 - 23. Evidence-based practice and innovation**
 - 24. Evaluation**
 - 25. Service development plan**
 - 26. Challenges, risks and issues**
 - 27. Sign off, submission and approval**
- Appendix 1 & 2 BfC and YJS staffing structure**
- Appendix 3: YJS Staffing**
- Appendix 4: Peer Review Action Plan and Progress**



1. Introduction, Vision and Strategy

Our vision for the Reading Youth Justice Partnership is:

“To work together to empower and support children to achieve their aspirations and live lives free of crime”

We will:

- Work to prevent young people entering the formal criminal Justice System.
- Ensure our young people are supported and treated fairly, taking into account their background and experiences
- Help and support young people and their families to recognise and build on their strengths and capabilities to fulfil their potential
- Encourage young people to repair the harm to victims and restore relationships within their communities to increase public confidence and safety
- Enable young people to be listened to and their wishes and feelings to be heard and acted upon

It is hoped that this Youth Justice Plan will help to ensure we are working as effectively and cohesively as possible to contribute to the aspirations above.

To succeed in securing the best possible outcomes for children and their families we must commit to sharing information, targeting resources appropriately, listening to the views of the children and their communities and most significantly, identifying, accepting and working to find resolutions to our local youth justice issues. We should also continue to adopt a multi-agency trauma-informed approach to tackling youth crime.

The work and plan of the Youth Justice service is overseen by the Management Board that includes representatives from the voluntary sector as well as leaders in Health, Police, Social Care, Education, Probation and Reading Borough Council. This plan has been developed and agreed by the Board members and will be monitored regularly throughout the year.

Local Context - Reading is a thriving and diverse town. It is home to 174,200 people (2021 Census) which is an increase of almost 12% since the census of 2011. This is higher than the overall increase for England (6.6%) and the South East (7.5%). The overall population in Reading is young, diverse and dynamic with 36,439 young people aged 0-18 years of age (ONS 2021 mid-year) and 15,796 aged between 10-17 years old. It is a diverse community with 54% of children from a Black, Asian or Minority Ethnic background. Over a third of children in primary schools speak English as an additional language 38.4% (nationally 21.2%) while at secondary level it is 33.3% (nationally 17.5%). (School Census Oct 2022). There are more than 150 languages spoken at home.

The percentage of children (under 16) living in low-income families was 15.5% in Reading, and 18.5% nationally in 2020. Reading pupils at KS4 continue to perform higher than national although our disadvantaged pupils perform lower than national whilst our children with SEN slightly outperform national. There are limited non-academic and vocational pathways at post 16 and whilst the employment rate in Reading is good, disadvantaged groups including young offenders have more difficulties in accessing employment opportunities.



Although Reading is one of the 3 top crime generating CSP areas in Thames Valley Community Safety Partnership, (Reading had the second highest levels of serious violence in the Thames Valley and the highest levels in Berkshire), the CSP is consistently around average when its crime levels area compared to other similar Community Safety Partnership areas across the country, therefore, crime levels are not importunately higher compared to similar areas.

2. Child First

Children who are involved with the Youth Justice Service need, and deserve, the same care, support, attention, and encouragement as all children do. This is seeing them as children first rather than labelling them as offenders. We understand being treated fairly is really important to everyone and we believe that all children are individuals with their own talents and abilities, who with the right support, will do well. Even when things haven't gone well in the past or they have made mistakes, we want to help them move forward positively so that children can live the rest of their lives as well as possible. We want to work with them to help understand why offences happen and work towards reducing further offending, balancing the needs of the children with the protection of the public. We aim to be a service that solves problems with children and their families rather than imposing solutions on them.

The Principles of a Child First approach at Reading YJS include:

- **Seeing children as children:** All work prioritises their interests and is developmentally informed. As a YJS we aim to assess the children we work with holistically in the contexts of their families and environments that they move in. The ongoing Innovate research project (see below) will inform this direction, as will the embedding of the Trauma Recovery Model and trauma informed practice.
- **Developing pro-social identity for positive child outcomes:** All work should be constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society. Whilst we have positive reoffending figures we want to build more on children's individual strengths and capacities as a means of developing their pro-social identity for sustainable desistance, leading to safer communities and fewer victims.
- **Collaborating with children:** We aim to encourage children's active participation, engagement, and wider social inclusion. We want to build on the participation work we have undertaken for all service users and families. We have partnered with Innovate research and with the University of Surrey to help support some of this work.
- **Promote diversion:** We are committed to a partnership approach that reduces children's contact with the justice system, using wider pre-emptive prevention. We support the Youth Diversion Hub and other Early Help mechanisms to avoid the stigma from contact with the criminal system.

Through this plan we will use the term children rather than young person where we are able. We appreciate that our caseload is predominantly made up of teenagers and, for example in our naming of the service, that the children may themselves rather be called 'young people.' However this plan is



intended for a wide audience and by using the term child we want to emphasise that the service works with children, with their inherent vulnerabilities and the rights and entitlements that are accorded them in legislation and guidance.

3. Voice of the child and Feedback

Last year we had a priority to 'Increase opportunities for participation and involvement of young people within YOS'. The contributions that children that we had contact with and surveyed with regard to serious youth violence as part of the BWSCP thematic review were included in the review and are reflected in the findings. In planning the Amnesty Art sculpture the steering group and Board were keen on the participation of young people in the project. As well as the involvement of young people who were receiving support through a local charity, children at the YJS contributed voice notes in the planning stage of the design of the sculpture.

We continue to be involved with Surrey University in an action research project into parenting models and approaches used in Youth Offending Services; the research will incorporate service user feedback and involvement in steering groups. Similarly, the YJS has been involved with Brighter Futures For Children who have been engaged as a research site for the Innovate Project exploring a trauma informed approach in contextual safeguarding.

We undertook a survey around Reading young people's experiences whilst at the local police custodial facility and have fed back findings to the Management Board and the police. We are currently undertaking a Service user survey into young people's experience of the Magistrates court and will be feeding back the results to the Youth Justice Management Board (YJMB) and the courts.

As part of the development of Parent support groups we instigated and led a group that was designed to facilitate the peer support of parents who had children who had experiences of criminal exploitation. The group helped develop group member's resilience. As well as opening up avenues for peer support, the group has been developed to provide a platform for further groups in the future which parents will be involved in facilitating. Some of the parents on the group led a learning session for a small group of newly qualified Social Workers in Brighter Futures for Children, and also led a longer learning session for a wider group of some 80 participants in an event organised through the local Safeguarding Partnership.

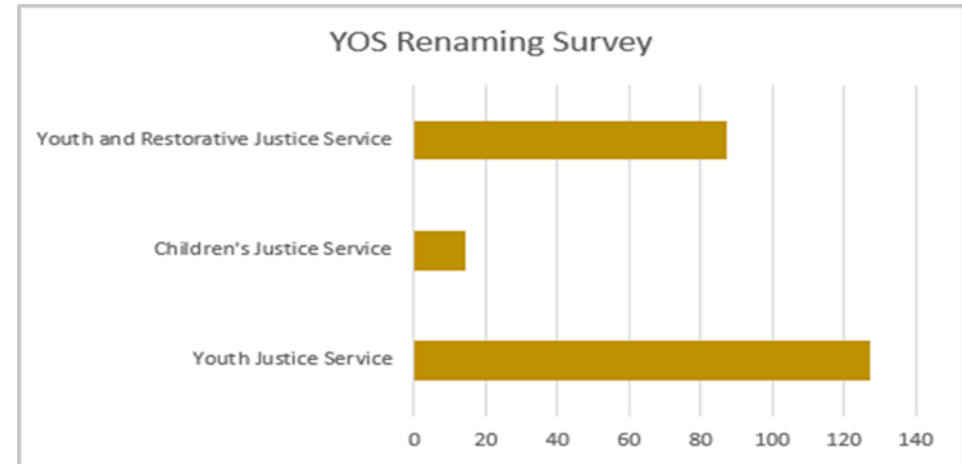
As part of the actions we ensured that young people were involved in the renaming of the service. Young people and family responses to the survey options were weighted heavier than partners and the public in the survey results. The options that were offered reflected the overall thrust of the service and included Child first and victim aware options:



- Youth Justice Service
- Childrens Justice Service
- Youth and Restorative justice Survice

The results are as opposite:

We are in the process of designing a new logo and will involve our children and young people in this process.



As part of ongoing work with cases we provide opportunities for children to feed back on the service that they receive. Here are some positive comments about the YJS provision:



The Service

- It's relaxed, a lot of the staff are nice. At first it was hard, I didn't want to go, but it's alright now
- Safe Drive Stay Alive - that was good

The Staff

- Some of the stuff I spoke to Rammy about was helpful too - around my thoughts and feelings.
- I can't remember but I have learned things, things that Sunny and Sukhmit have said
- Sessions with Sunny and the work that did with Catie around victim work
- You guys definitely put me on a good path alongside my family and helped me a lot. I learned a lot. Different perspectives of the victims has been the most helpful.
- Working with my YOS worker he has opened my eyes to things that I have not thought about before.
- The work with Catie helped me to see that what I did was not a good thing to do. When I hurt someone it affects more than one person.
- Definitely the work around my impulsive thoughts and the stuff with Hollie.

What I learned

- Helped me see why I shouldn't carry a knife.
- Taught me not to do the same thing over and over again.
- Now realise not to commit crimes.
- I liked the YOS session we did on body language. It helped me to see people's body language differently and how I come across.
- Work with Chris and Reading FC. I made a CV with Mark (Reading FC) yesterday and we'll be applying for jobs/ apprenticeships next week.
- I need to accept things more instead of being argumentative. I don't like being controlled and I like/want control. But I need to get used to things that aren't in my control.

How it helped

- Reoffending - stopped doing it everyday
- listen to my mum more. I stopped joining people who get me into trouble. I have cut down on weed. I spend more time at home.
- They got me onto the new meanings course and helped keep me out of trouble
- College help and sessions with George.



Reflections on a Restorative Justice meeting

- Derron* stated it went quite quick.
 - The victims' grandparent was friendly - 'she was asking about why I did it. In general she is a friendly lady.'
 - 'It is easier for me thinking about it now. I know it helped her overcome the fear of the victim thinking this will happen again.'
 - Catie also asked has it made a difference to Derron: 'I know I helped her heal in a way and why it happened. What I was saying, she already knew. I think she knew I was being truthful. But it is good to know that I helped her heal.'
 - He was asked how do you feel about the offence now? 'I wanted to just get out of there, but when I got home and now I started feeling bad. Glad I had the opportunity to speak to the family.'
- *name change

Reparation Feedback

Leafleting Reparation

- I am enormously grateful for the contribution towards the opening of the new Community Centre. What is a seemingly unrewarding and monotonous task has been carried out with resolve and as a result the whole community is now informed about the availability of the Community Centre which will soon become a centre for social activity.
- Thank you. From start to finish, above and beyond.

Comments – (please add any comments you have about how this work has benefited you or others, what worked well, any improvements you think could be made, or any concerns that you have or had):

Barrie + the young people have done some gardening work at two Community Centres for us so far. This has made the centre more welcoming for the centre users.

3. With the overall service provided by the Youth Offending service I feel...

Very satisfied	Satisfied	Neither Satisfied nor Unsatisfied	Unsatisfied	Very Unsatisfi
✓				

Comments about the overall service:

The service of the YOS has been nothing short of amazing. Looking forward to working with you in the future



4. Governance, leadership and partnership arrangements

Brighter Futures for Children (BFFC) is a not-for-profit company, owned by, but independent of, Reading Borough Council (RBC). The Company took over responsibility for the delivery of children's services in December 2018.

The Reading YJS is part of the Early Help Services within BFFC. The Service Manager of the YJS also has responsibilities within Early Help for Family support, Youth support and Attendance Support Workers. The Service Manager reports to the Director for Early Help and Prevention in BFFC, although at the time of developing this plan the BFFC Senior Leadership Team are developing some restructure proposals re Early Help, but these have not been confirmed yet.

The Youth Justice Management Board (YJMB) is currently chaired by the Senior Probation Officer. The current membership and attendance at the YJMB is outlined in Appendix 1 and the overall structure of the Youth Justice Service is detailed in Appendix 2.

The Board requested a YJS Peer Review to focus on first time entrants as this indicator, whilst having a downward trend was still higher than our neighbours and family of YJS's. It was undertaken in November 2022. A number of recommendations were made and these have been incorporated into an action plan which is reviewed regularly by the Board. The action plan progress can be seen in appendix 4.

This Plan should also be read in conjunction with a range of other partnership documents. These include

- <https://www.reading.gov.uk/crime-and-safety/readings-community-safety-and-serious-violence-strategy-2023-2026>
- [DA-Strategy-2023-2026-V3.pdf \(reading.gov.uk\)](#)
- [Thames Valley Police and Criminal Justice Plan 2021 -2025 \(thamesvalley-pcc.gov.uk\)](#)
- [One Reading Young People and Extra Familial Harm Strategy, 2021-24](#)
- [One Reading Early Help Partnership Strategy 21-23](#)

5. Board development

The Board Induction and Information pack was reviewed and revised in 22/23. The Board also had a workshop delivered by the YJB South/South East Head of Innovation and Engagement with the aim of ensuring members understood their roles and responsibilities as YJS Board members and to start to develop the priorities for 23/24. The Management Board Information pack was also reviewed and revised this year.

We also added a partnership update agenda item to each Board meeting whereby each partner organisation has space to update Board members on issues/events within their own organisation which may impact on others and in particular youth offending. We have also started to move the Board meetings into physical meetings rather than teams, although these are starting as hybrid meetings in the first instance. We hope this will enable Board



members to have the opportunity to meet YJS staff and to get to know the YJS world more. We have a board/workshop planned for June which will encompass Board business items, but will also have a workshop element re Inspection readiness and ensuring Board members understand their contribution within this.

We will be appointing an independent Chair of the Management Board following the resignation of the current chair in May this year.

6. Progress on previous plan

Priority	Success Measure/Impact/Outcome
Reduce First Time Entrants – number and rate remains steady at 30 (Sept 22) same number as June 22 and rate of 209.	
Rise Up Project – aimed at reducing the number of suspensions in a Secondary school	24 x YP supported – None have become a first time entrant. 100% had a decrease in conduct points whilst on the project. 70% increased their attendance at school – some significantly. 67% had no suspensions since the start of the support (100% had received a suspension prior to commencing in the project)
Review of Youth Diversion Hub (YDH)	Review undertaken. Decision taken to cease the YDH as the Turnaround Project identified the same cohort and had the ability to offer support to the YP.
Analysis of community resolutions	We had previously identified that 75% of those who became First time Entrants had not previously been known in any capacity to the YJS. We repeated the exercise with an updated cohort and the results were similar, indicating that 80% of the FTE cohort had not been known to the YJS.
Priority Two: Address Disproportionality/over representation within YJS cohort- YJS Board have agreed to develop a Disproportionality strategy in 23/24 with partner organisations asked to collate and analyse their own data re this area.	
Deliver workshop on ‘girls in criminal spaces’	This was completed in 2022. Actions as a consequence of the workshop include: <ul style="list-style-type: none"> • All girls to be offered the opportunity to work with a female caseworker, an offer we are unable to provide to our boys. • YJS to be involved in a pilot programme led by Alana House targeting prevention work with girls at risk of greater involvement in statutory services • YJS to consider including a girls group as part of the Turnaround Programme



Review and revise diversity assessment and practice	A team devised template (This is Me) has been trialled and is now part of the work with young people. It has prompted richer and fuller discussions around identity and provided opportunities to explore difficult experiences.
Participate and contribute to CSP task and finish group re disproportionality re YP at risk of extra familial harm.	This group has not been established yet.
Priority Three: Reduce the impact of serious youth violence –	
Participate in Innovate Research project with young people at risk of extra familial harm	Completed. Awaiting publication of report.
Implement recommendations from BWSCP Thematic Child Safeguarding Review: services provided to YP and their families in relation to serious youth violence report	<p>This review is being monitored by the BWSCP Independent Scrutiny Group. Actions completed so far involving YJS include:</p> <ul style="list-style-type: none"> • The Learning review shared with YJS staff • An audit into how effectively the YJS and Children’s Social Care ‘working together protocol’ is being implemented is just being completed. It is likely there will be some learning and revisions to the protocol as a result of the audit. • YJS peer review was undertaken and completed with action plan developed. See section 24 and appendix 4. • YJS attended and contributed to the workshop in March 2023. • YJS contributed to the Practitioner Survey around the use of social media and how this information is included within risk assessments. This due to be presented at RARSG and L&D subgroups in June.
Participation and involvement in multi-agency partnership meetings involving serious violence eg CSP sub group, VRU	<p>Ongoing – YOS Service Manager attended workshop re CSP.</p> <p>The exploitation & missing meetings - CETAR and CEMOG have been reviewed by an Independent consultant with a proposal likely to be agreed by the Adolescent Risk Sub Group in June.</p> <p>YJS have also attended the newly developed ETAC meetings when appropriate.</p>
Priority Four: Increase opportunities for participation and involvement of young people within YJS	
Involve service experienced volunteer in Management Board	There is further work to do in order that the experience of the service experience volunteer is included within discussions and board items.



Participate in Surrey research project around familial support for young people in the service	This project is ongoing and not scheduled for completion for some time – there has been some fieldwork over the year and the researchers have met with our parent engaged support group.
Involve young people in the relocation plans for the YJS	Completed. YJS moved to new venue on 15 th May.
Involve young people families and partners in the decision regarding renaming the Service	Completed- see section 3.

7. Resources and services

Note: This is assuming the YJB grant 23/24 is the same as last year.

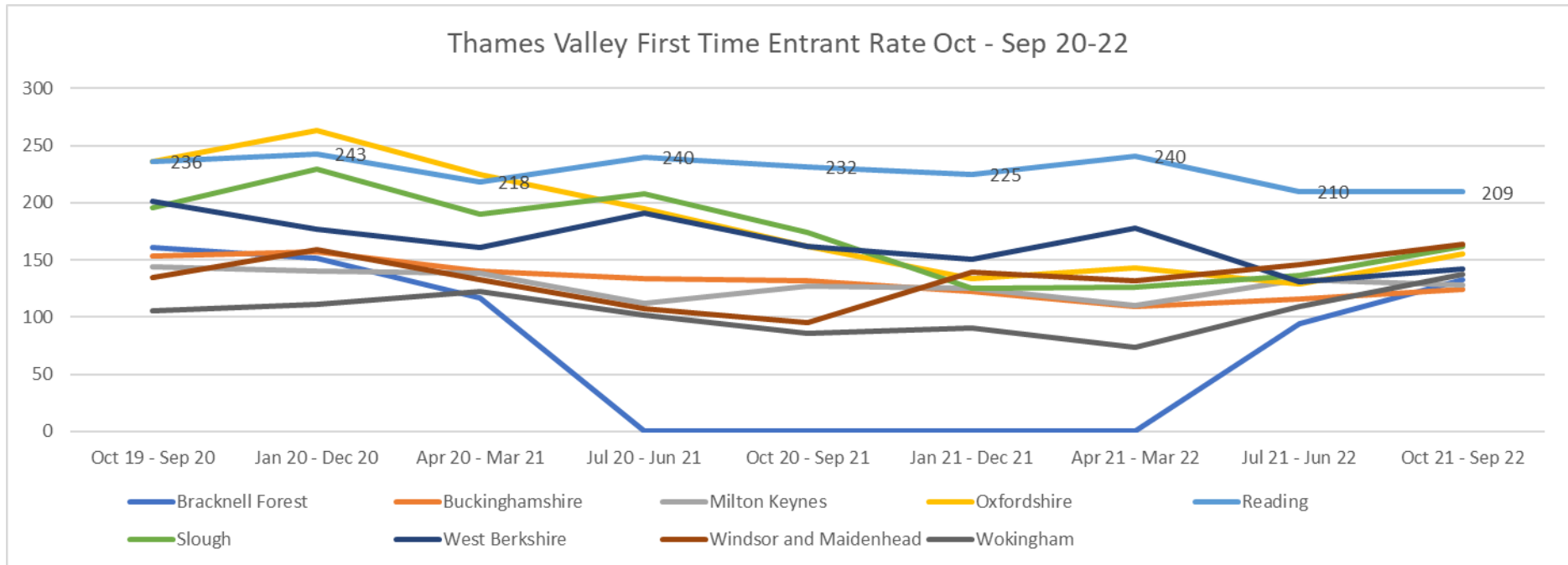
	Cash contribution	Payments in kind	Total	% contribution
PCC	87,434	0	87,434	9.7
Police	0	55,778	55,778	6.2
Probation	0	17,000	17,000	1.9
Health	0	69,900	69,900	7.8
Local Authority	399,300	0	399,300	44.3
YJB	271,858	0	271,858	30.2
Total	758,592	142,678	901,270	100

The Grant is used to ensure the effective delivery of Services. Funding supports preventative projects such as some posts in the Reconnect Team, eg the Rise Up Project and YJS commissions Reading FC Community Trust (Kicks) to deliver T1 preventative work in schools re those at risk of suspension (Premier League Inspires programme) and T2 intensive support for those YP at greater risk of offending. It also supports the Literacy support worker and the Elevate worker who assists young people transitioning from school to employment or college/training. Partner contributions from Health include the provision of CAMHS clinical Psychologists, Physical Health Nurse and a Speech and Language Practitioner.



8. Performance

The Youth Justice Board (YJB) require data around the pre- existing performance indicators of children entering the criminal Justice System, their reoffending, and those given custodial sentences. We collate this data around these key performance targets, and other related areas of practice. The time periods collected vary across the different data sets. Comparators will include Thames Valley data from other Youth Justice Services (YJS), policed by one force, Regional and National cohorts as well as statistical comparators with other Youth Justice Services tha are considered similar.

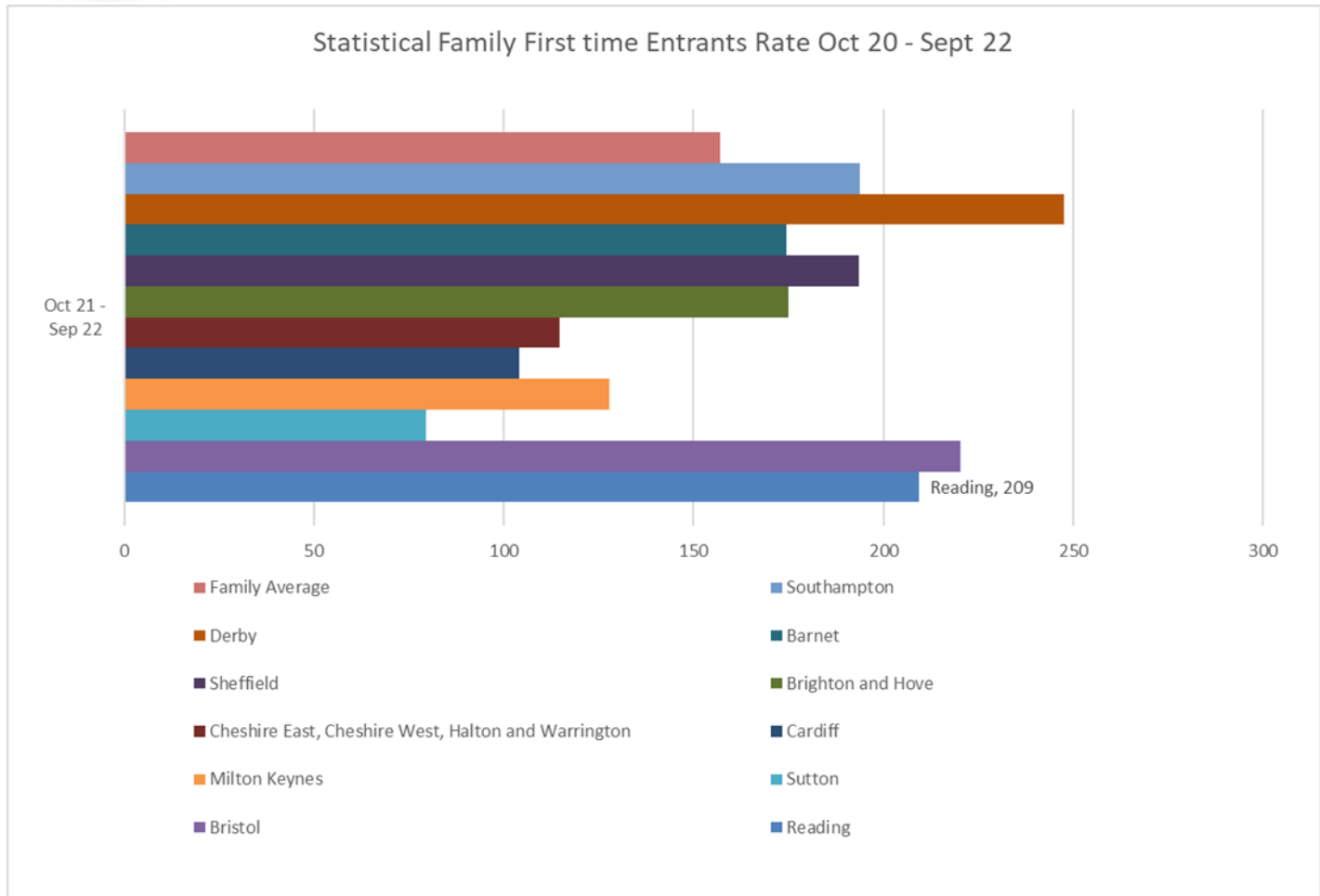


First Time Entrants (FTE) are children that enter the Youth Justice System for the first time following receiving a substantive outcome (a Youth Caution or Conditional Caution or a conviction) The rate is measured as a proportion of children per 100,000 children – the actual number of children in Reading who are FTE is less than 40 per year.



Reading's First Time Entrants (FTE) Rate has remained higher than comparators for some time. Whilst there has been some reductions, the pace of this and the amount reduced has not greatly closed the gap with other YJS in Thames Valley. There have been aspects of activity on previous plans that have targeted reducing the rate and some of these activities are more likely to have an impact over the longer term, so positive change may be gradual. The high FTE rate means that this is an area that will be prioritised in this year's YJS development plan. The concern the YJS have had over this area has led to us seeking the additional scrutiny of a peer review from other senior YJS colleagues into this area, as discussed later in the plan.

We were able to swiftly respond to the [Turnaround](#) programme, and appointed project staff by the start of 2023, and were able to exceed the target number of children engaged on this programme in the period til End of March 2023. Given the increasing rates of FTEs [who have committed more serious offences](#), we will target children arrested for serious offences for Turnaround after arrest.

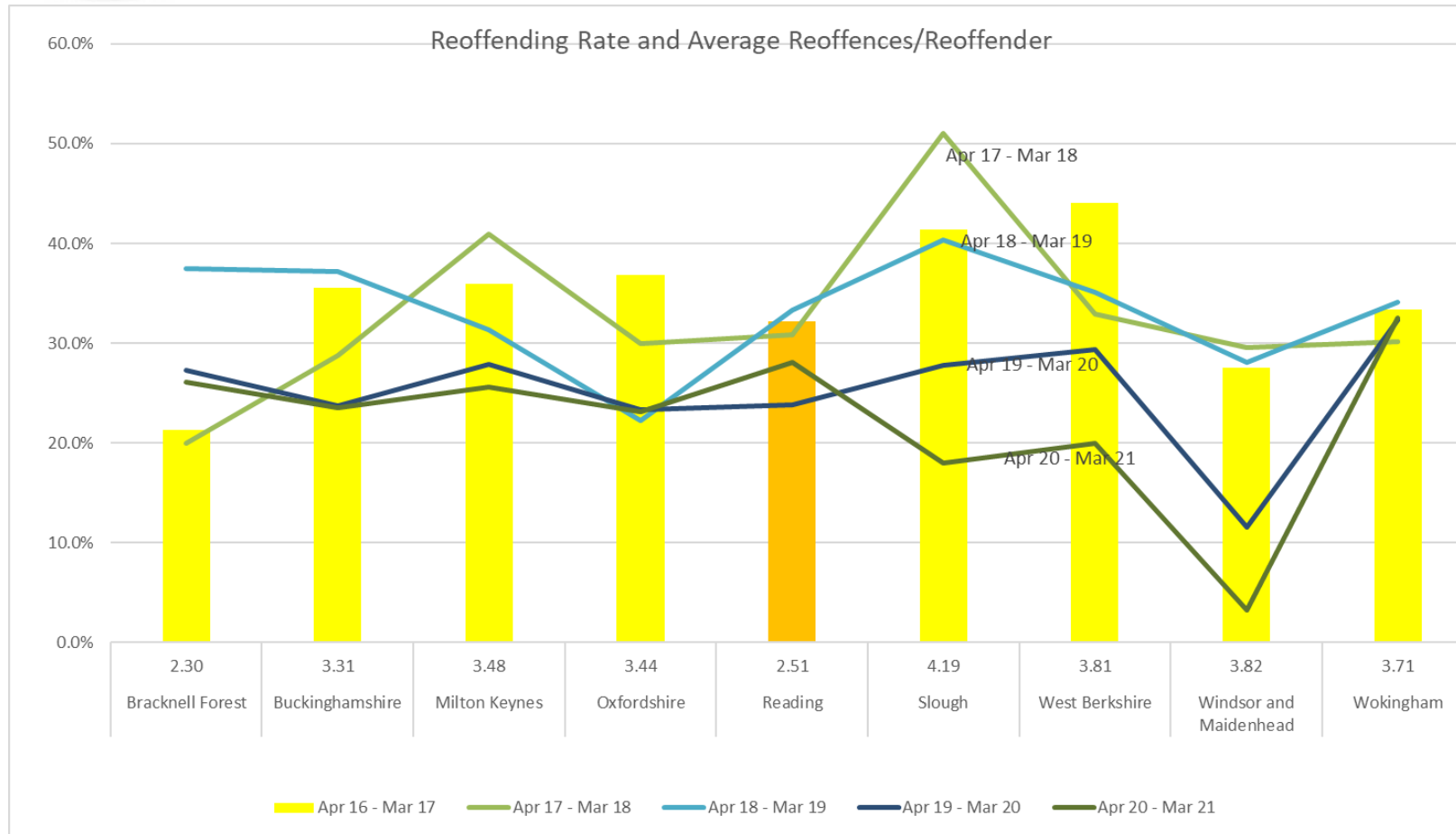


Most of these measures are targeted at supporting the life chances of young people, reducing their offending potential.

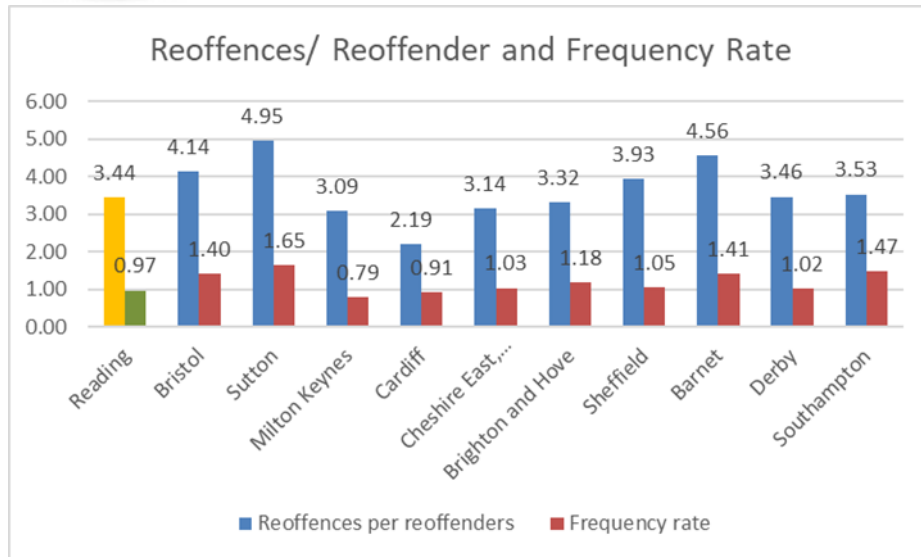
We have audited the histories of the cohorts of FTEs twice in the last two years; our data on offenders indicate that young people who come into the Criminal Justice System also are likely to have difficulties in Education, are more likely to have Special Educational Needs, and are more likely to be known to Social Care Services.

The targeting of support within wider services is considered an appropriate method to tackle the FTE rate.

Whilst in Thames Valley Reading’s FTE rate is an outlier, the rate is closer to some of the statistical comparators.



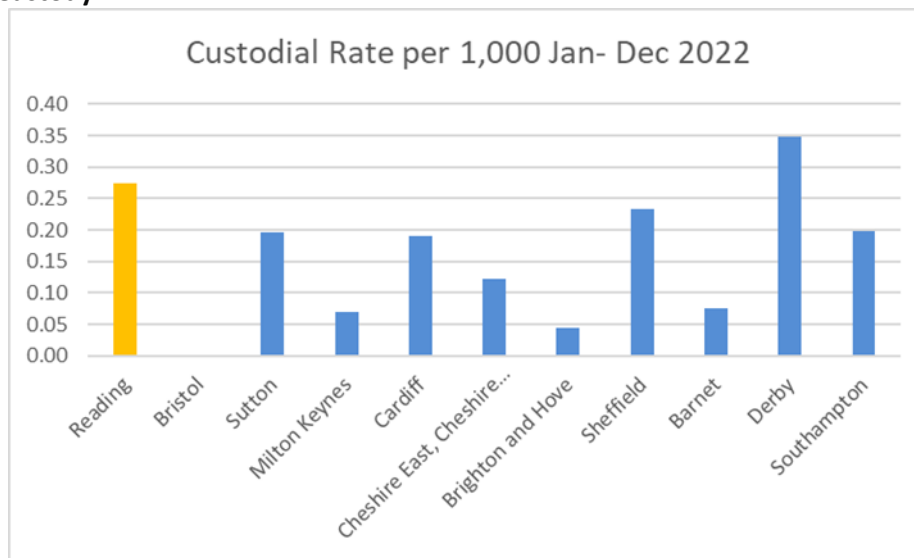
Across the Thames Valley, Reading has one of the lowest rates of Reoffending (Young people who have committed a substantive offence who then go onto commit another within two years). As the chart demonstrates, the rate has remained around 30% over the last few years and is stable. The other positive with regards to the reoffending is that those who reoffend commit fewer offences than others in Thames Valley. In Reading, work with children who offend seems to be effective in reducing the scale of further offending, and engagement abilities, risk management processes and wider partnership support plays a part in this.



The reoffences per reoffender is the average number of further offences that those who reoffend commit. The frequency rate is the number of offences committed across the who cohort of reoffenders

The comparative rate with other similar YJS is also positive. Reading has a relatively low number of overall reoffences and of those that reoffend, there is not a great deal of spree offending, or occasions where are lot of offences are committed.

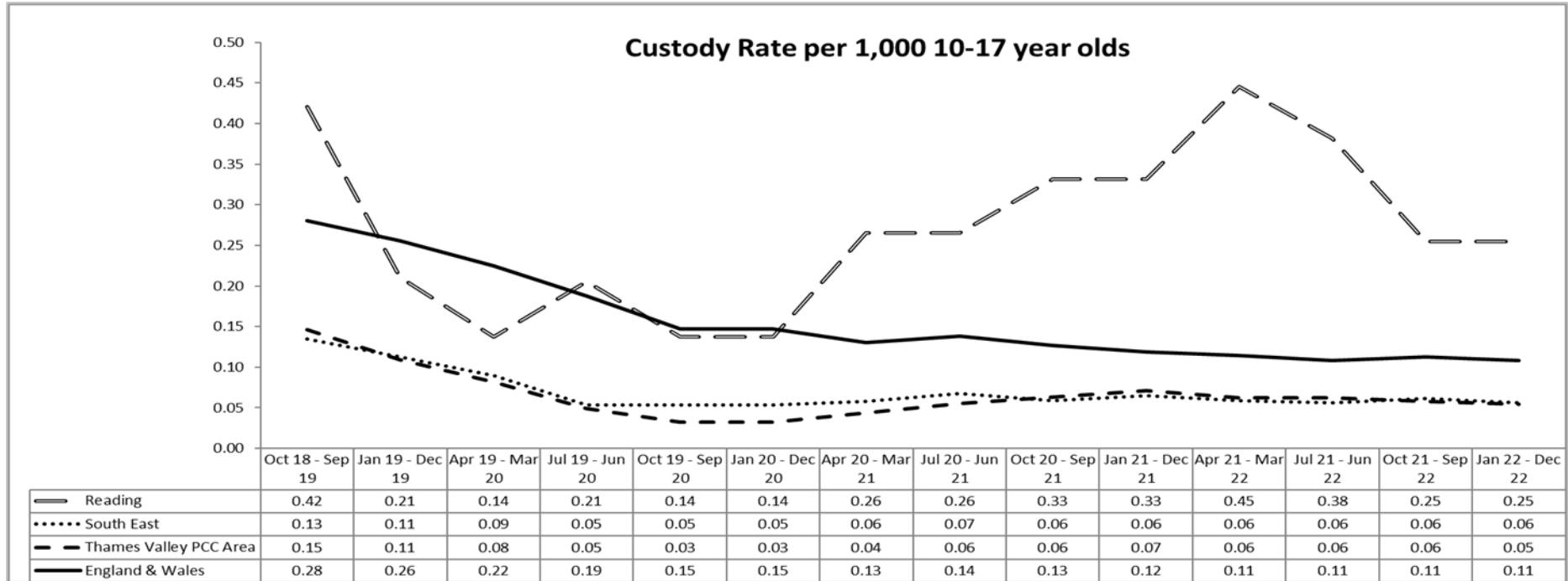
Custody



Over 2022, Reading had 5 Custodial sentences. Three were given to young people who were not open to the YJS as children were all involved in a murder. As a Service we did not oppose bail in this instance. Another child had an extensive history of offending, had been breached for failing to comply with a stringent Community Order and been remanded for a large number of offences. The latter was given to a child who had previously been remanded in Custody for failing to comply with the community Order as well as other offences and following the last community sentence had again failed to comply with the requirements. Whilst the rate of custodial sentences is higher than comparators, it is considered that there was little else that could be done in these cases to avoid them.



The rate is high consequently though the chart demonstrates that with a smaller YJS each Custodial episode will have a significant difference to the trajectory of the data. Whilst all of the children sentenced to custody recently will be adult on release, we are working to help make the time spent in the secure estate as effective as possible





9. Local key performance indicators

The Youth Justice Board have introduced further Key Performance Indicators (KPIs) which are being collected and will be reported on in future.

KPI 1 - Accommodation	The proportion of children with suitable accommodation arrangements	Reading YJS had until recently supplied this data to the YJ Management Board- the rate is expected to be high so that there will be a commentary for the board on any unsuitable accommodation rating.
KPI 2 - Education, training and employment (ETE)	The proportion of children attending a suitable ETE arrangement	This data is shared at the YJ Board. It is subject to fluctuations and the last two quarter's data is 25% and 45%, a lower figure than a year previously. This data and that detailed elsewhere in the plan have prompted some consideration of the commissioning of a post that will support ETE engagement.
KPI 3 - Special educational needs or disability (SEND)	The proportion of children who have an identified SEND need, are in suitable ETE and have a formal learning plan in place for the current academic year	As above there is further data on this area elsewhere in the plan, though this is not an area that we have routinely collected information on for the YJ Board.
KPI 4 - Mental healthcare and emotional wellbeing	The proportion of children with a screened, or, identified need for an intervention to improve mental health or emotional wellbeing; and offered interventions; and attending interventions	KP4 and 5 are areas we have not tracked quarterly before. The infographic below indicates that roughly: <ul style="list-style-type: none"> • 3/4 of the caseload use substances • 1/3 have experienced bereavement • 1/4 self harm
KPI 5 - Substance misuse	The proportion of children with a need for specialist treatment intervention to address substance misuse; and offered intervention and attending intervention	
KPI 6 – Out-of-court disposals	The proportion of out-of-court disposal interventions that are completed	Data around Out of Court Disposals is included in the plan. We expect that the number of those offered support will increase through Turnaround and the reporting on completion rates will be a further indication of both appropriate offers of support as well as staff engagement abilities.
KPI 7 - Management Board attendance	Monitoring senior partner representation at management boards, and monitoring if partners contribute data from their individual services that identify areas of racial and ethnic disproportionality.	Attendance is tracked for Board meetings. This plan includes some partner data, and this is an area that will be scrutinised going forward.
KPI 8 - Wider services	The proportion of children who are currently on either an Early Help (EH) plan; on a child protection	We had completed some audits in connection with FTE and involvement with other Services, and key indicators were involvement with Social Care



	(CP) plan or classified as Child in need (CiN) or have looked-after status.	(and/ or Special Educational Needs) rather than previous lower level offending. The tracking of this data will be critical in providing appropriate offers across the partnership for young people at risk of and involved in offending.
KPI 9 - Serious violence	The rates of children convicted for a serious violent offence on the YJS caseload.	We currently receive data around this area in some detail but are not able to publish it. However Reading’s rate of Serious Youth Violence (SYV) is currently the second highest in the Thames Valley. It has increased over the last year; though actual number of offences are less than 25. We have contributed significantly to the Thematic Review around SYV (detailed elsewhere in this plan)
KPI 10 - Victims	The proportion of victims who are offered and engage with Support from the YJS	This is reported on locally and is included in this plan

Once the data has been collected for a period of time the YJ Board will look to have local targets around these areas of performance. Some of the data can be compared with regional, statistical or national figures, though some of the KPIs may be better seen as trends over time in Reading

10. Profile of YJS service

Over the year April 22 – March 23, the YOS worked with 82 young people on interventions from prevention cases through to those who were in Secure accommodation. We also worked with 22 parents over the course of the year.









Research indicates the role that multiple Adverse Childhood Experiences (ACEs) have on poor long-term health outcomes. Those with a higher number of ACEs are also over represented in the Criminal Justice System. We have tracked relevant data for ACEs on cases we have assessed and can evidence that these young people in Reading have, in general, experienced wider difficulties in their upbringing.

The ongoing data suggests a cohort that consistently have experienced up to 3 times as many ACEs as the general population. Local associated YJS characteristics have also been tracked and highlight the key issues including experience of trauma, background learning needs, problematic coping skills and the involvement of social care. Data over this last year indicate a particular increase in the cohort in terms of Special Educational Needs and Disabilities though a reduction in the cohort that have ever been in care. Demographic information indicates that there are proportionately more service users in the most deprived Lower Super Output Areas which have other associated economic disadvantages.



The last year has included work with children who have had both a considerable number of difficult experiences in their lives and also noticeable more so than in other recent years.

Profile of Reading YJS Population and their own experience of Adverse Childhood Experiences (ACEs) or within the family

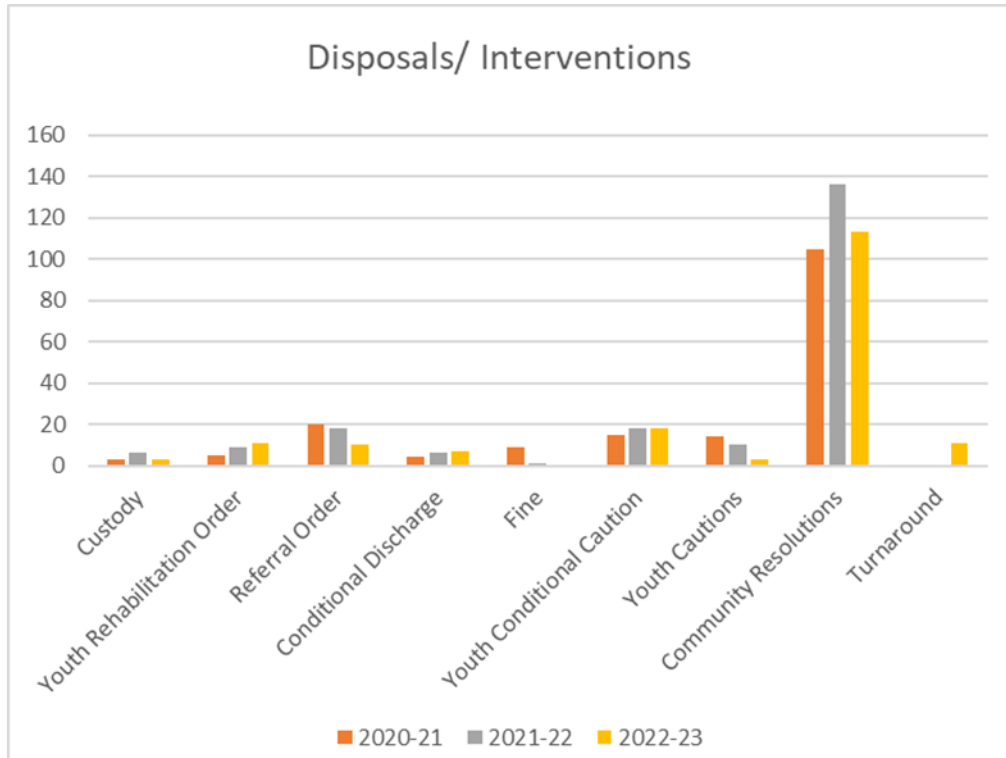
	 Physical	 Sexual	 Emotional	 Mental Illness	 Family member Involved in crime	 Parental Separation	 Substance Abuse	 Domestic Abuse
2020/21	0%	1%	10%	76%	30%	69%	13% (parents)	28%
2021/22	0%	0%	7%	58%	27%	57%	18% (parents)	27%
2022/23	2%	0%	4%	80%	38%	22%	20%(parents)	36%

	Experienced 0 ACEs	Experienced 1 ACE	Experienced 2-3 ACEs	Experienced 4+ ACEs
<i>Of All Young People</i>	52%	23%	16%	9%
<i>Of Reading YOS Young People 2020/21</i>	20%	23%	46%	11%
<i>Of Reading YOS Young People 2021/22</i>	20%	22%	48%	7%
<i>Of Reading YOS Young People 2022/23</i>	8%	8%	54%	30%





Local Outcomes profile



There will be different degrees of intervention with cases.

In operating a child first approach, having wider generic support may be more effective than a Youth Justice approach. Locally a large proportion of children receiving Community Resolutions do not go on to further offend, so we are careful about not involving children in the Youth Justice System unnecessarily.

Overall there has not been a great deal of change in disposals that are given locally; the exception to this is the Turnaround Programme, offering voluntary support for children who are not open to Social Care or Early Help services and who have been interviewed by the police, or received a low level disposal such as a Community Resolution.

Offences committed

The latest data available from Government statistics is the year 2021 and counts only substantive offences. The YJS data is of a more recent period and includes Community Resolution data in the Out of Court figures. Despite this there are some points that can be made:

- There were a large number of Community Resolutions issued for Cannabis possession which would not count as substantive offences in National Data but feature as Community Resolutions locally.
- Similarly, some of the Public Order offences if given an out of Court outcome would not feature as substantive disposals.



- There seems to be a greater proportion locally of Burglary offences than may be expected, but as the numbers of offences and individuals involved are low, this may change over time but is worth tracking.

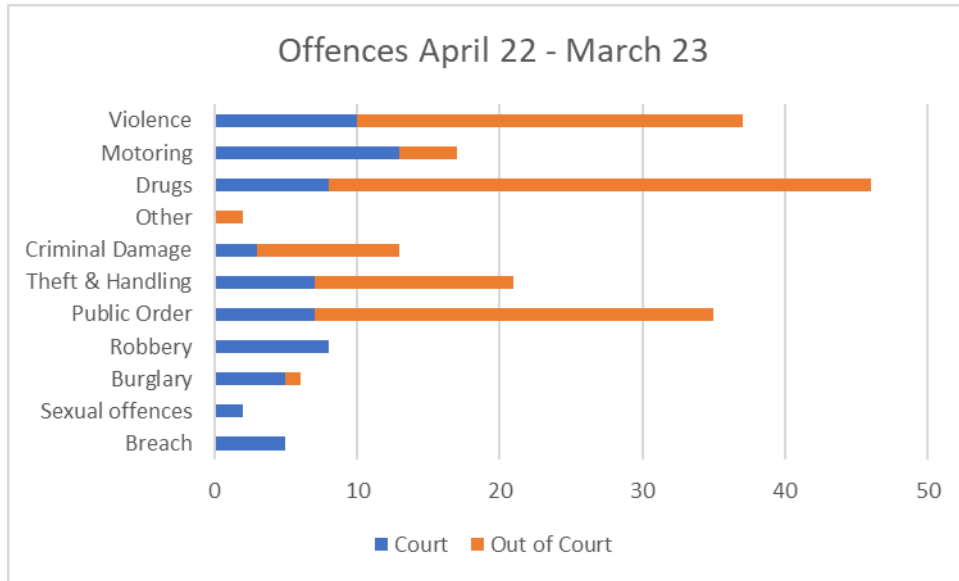
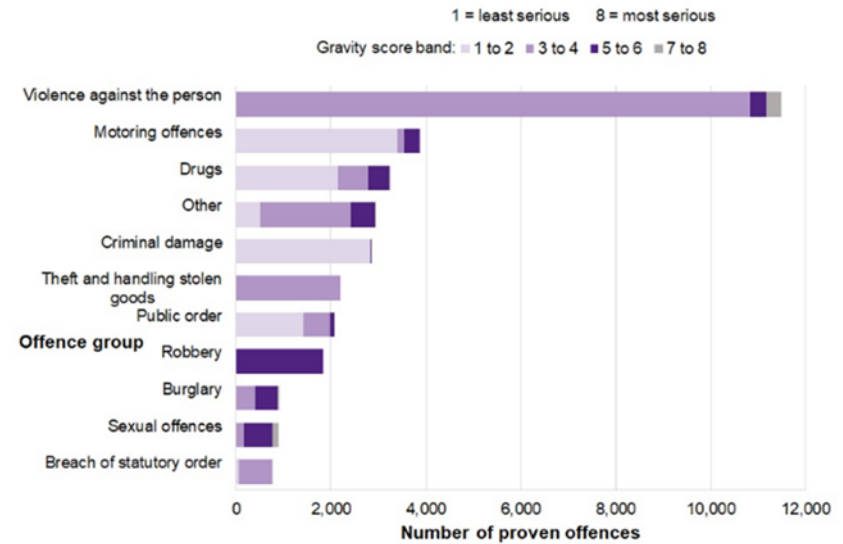


Figure 4.3: Proven offences by children, by offence group and gravity score band, England and Wales, year ending March 2022



11. Children from groups which are over-represented

Together we recognise that Reading is a diverse town and some individuals and groups experience inequalities and disproportionate treatment. We want to have a greater understanding of how criminal justice processes affects particular groups and work against unfair treatment in the youth justice system. Reducing children coming into criminal Justice processes is everyone’s responsibility and as a partnership we appreciate that a systemic approach to the work is necessary to both help children not offend and offers appropriate support for those that do. As a Board we recognise that young people who offend may also have had other difficulties in their lives to date and had other obstacles to face. Being trauma informed we want to appreciate the impact that these experiences have had and help young people develop in a way that has a positive impact for them and those around them.



It is important to understand the local profile within Reading and the context, scale and particular areas of disproportionality. As well as the now released 2021 census, data from school census data and partners will assist in understanding how disproportionality affect the children in the YJS cohort.

Overall National Data indicates that disproportionality affects children in the Youth Justice system. Starkly, Black and mixed heritage children are most likely to have the highest likelihood of being sentenced at court, committing more serious offences and having the greatest disproportionality compared with the white cohort (the Relative Rate Index). This a pattern that has been evident for some time as outlined in the Inspection thematic report on the experience of [Black and Mixed heritage boys in the Criminal Justice system](#).

The YJS acknowledges that young people from different backgrounds have different opportunities and outcomes and that these disproportionately affect those from marginalised and discriminated backgrounds. The YJS will continue to prioritise the groups locally that are particularly affected. Our local data has noted the historic disproportionate representation of children of black and mixed heritage background in our population as well as the over representation of girls locally. Work in previous plans had looked at addressing these issues locally and this is a continued focus for our development plan.

It is however noted that in a smaller offending population, particular pockets of disproportionality arise, and it can be helpful to consider trends over time in assessing disproportionately affected groups. Reading has recently had an anomalous year of over representation of females but this has not been sustained. An approach that recognises societal power imbalances, and the particular impacts on particular children as well as targeted work against unfairness should be an approach that characterises Reading YJS.

The current local picture from the Youth Justice Statistics demonstrate that in Reading

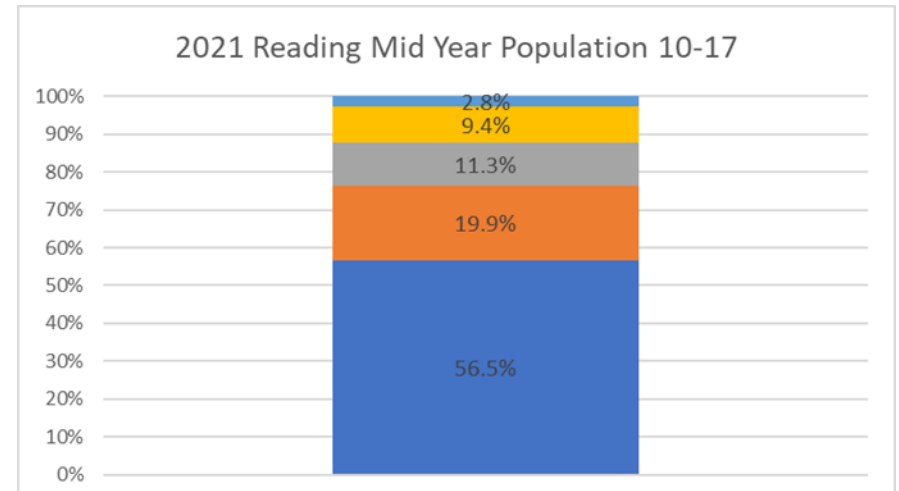
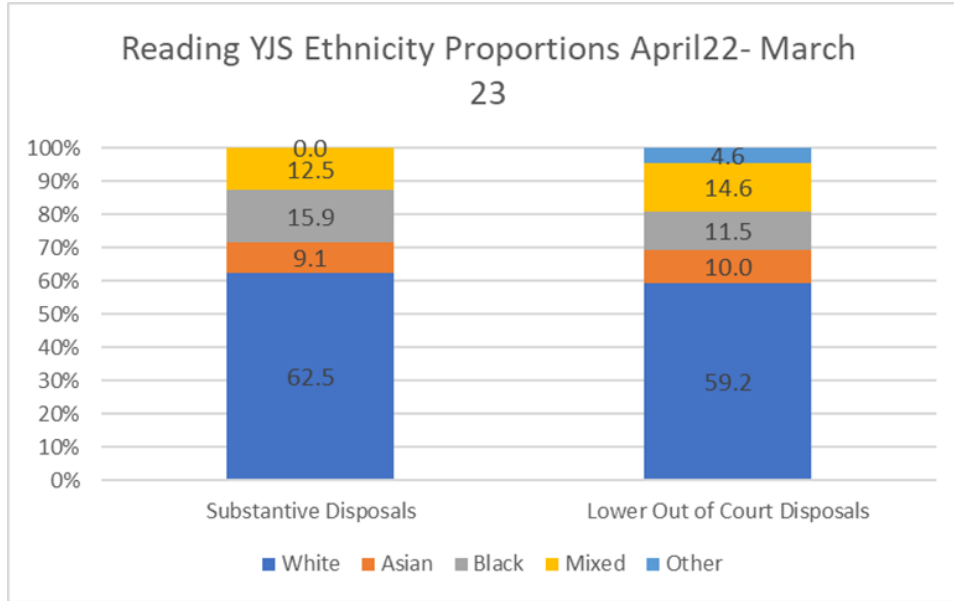


Whilst there will always be areas of disproportionality, some of the areas that are of note in Reading are

- Children of mixed heritage are still disproportionately affected in the cohort of young people who have received substantive disposals
- There is a marked difference in the increased proportion of girls that are dealt with at an out of court level, as opposed to receiving a substantive disposal
- There is an increased number of White Irish and White European offenders (predominantly of Polish background) on the caseload
- The reoffending rates and the seriousness of further offences committed by different groups presents a more mixed picture than previously



The tables below compare the YJS cohort in 21/22 and 22/23 by ethnicity to the 2021 census data



The Black Reading YJS population demonstrate a similar pattern to the Thematic Report referenced above, with a greater proportion receiving substantive outcomes than lower level disposals. There are a greater proportion of Black children in the YJS than are in Reading’s Youth Population.

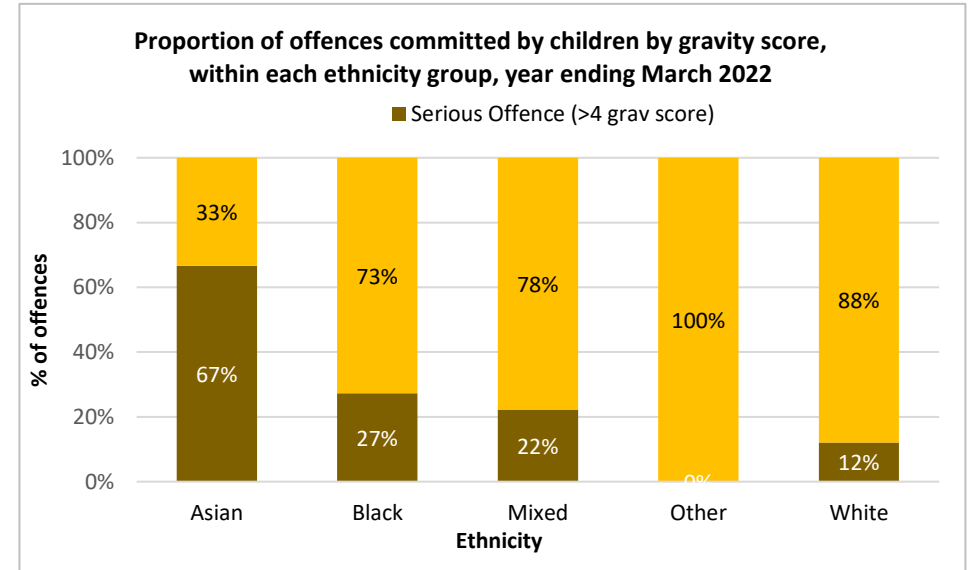
The White YJS population are more likely to experience a court outcome rather than an Out of Court disposal as compared with other groups

There is an over representation of Mixed heritage children in the YJS in Reading – this is statistically significant, indicating disproportionate outcomes for this cohort.

Whilst the proportion of children from an Asian background we are working with is lower than the local population, the relative seriousness of the offending is greater.



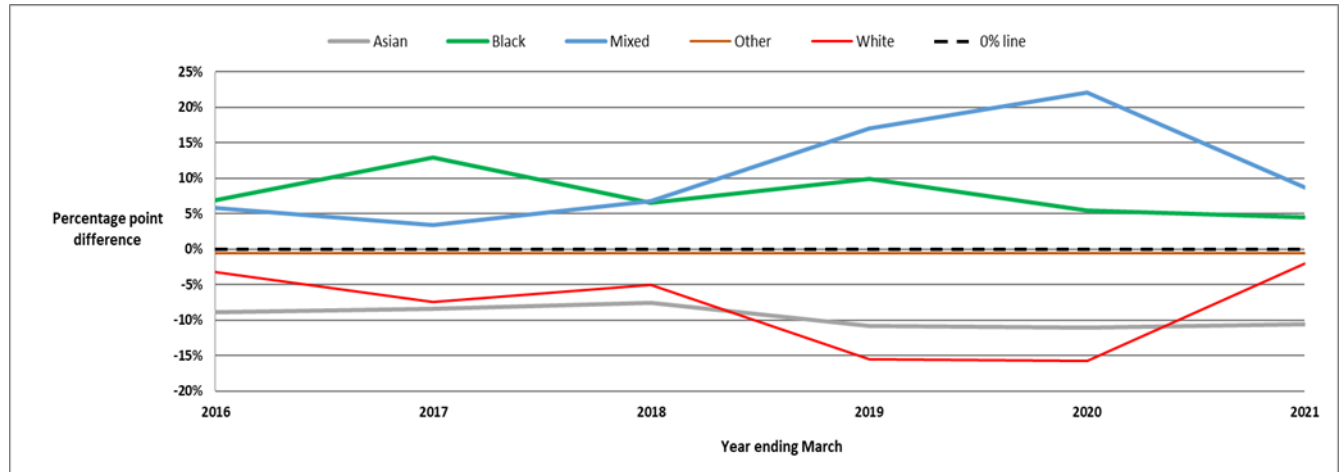
Ethnic group	Share of total 2022 (%)	Share of total 2021 %	% Point Difference	Statistically significant	Over-represented and Significant cohort size
Asian	5.17%	19.93%	-14.76%	Yes	No
Black	6.90%	9.38%	-2.48%	No	No
Mixed	20.69%	11.33%	9.36%	Yes	Yes
Other	1.72%	2.81%	-1.08%	No	No
Ethnic min	34.48%	43.45%	-8.97%	No	No
White	65.52%	56.55%	8.97%	No	No

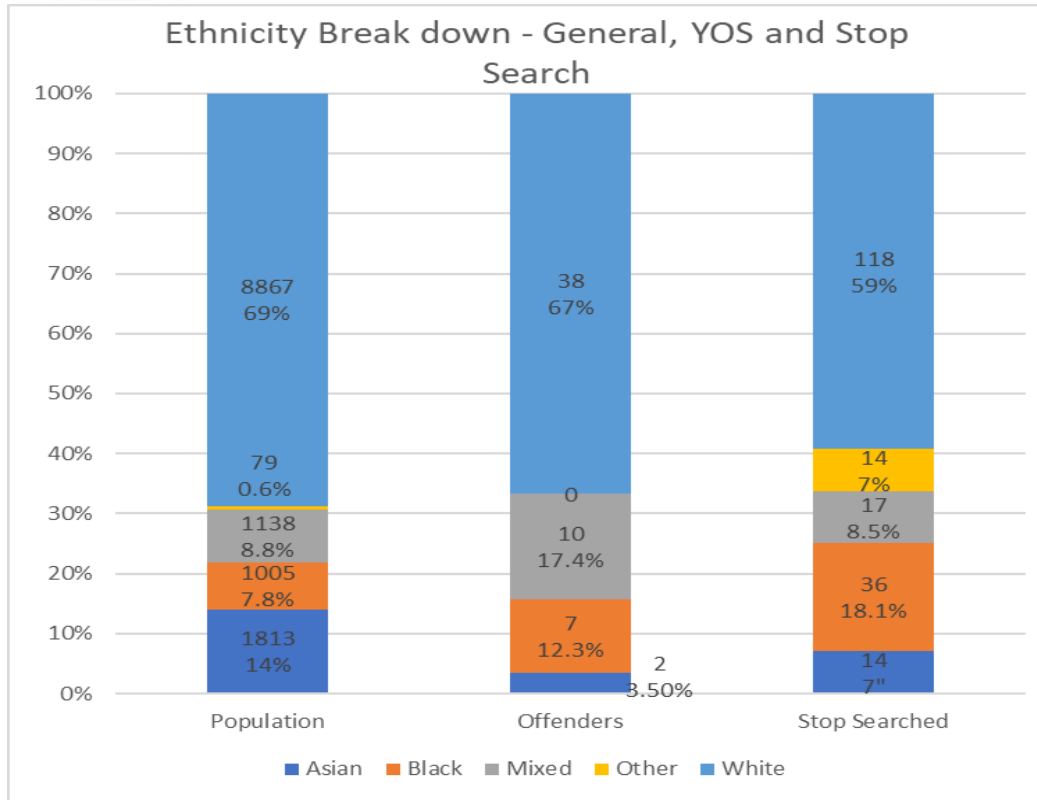




There are always likely to be elements of disproportionality within service user groups in the service, and in a smaller YJS like Reading these patterns may be fluctuating. A response to the previous YJS focus on disproportionality has been to introduce a conversation tool ('This is Me') with the children as part of their induction. This has proved useful in having discussions with children about their experiences and self perceptions on an individual basis.

The current picture around disproportionality is not as extreme as it was in recent history.





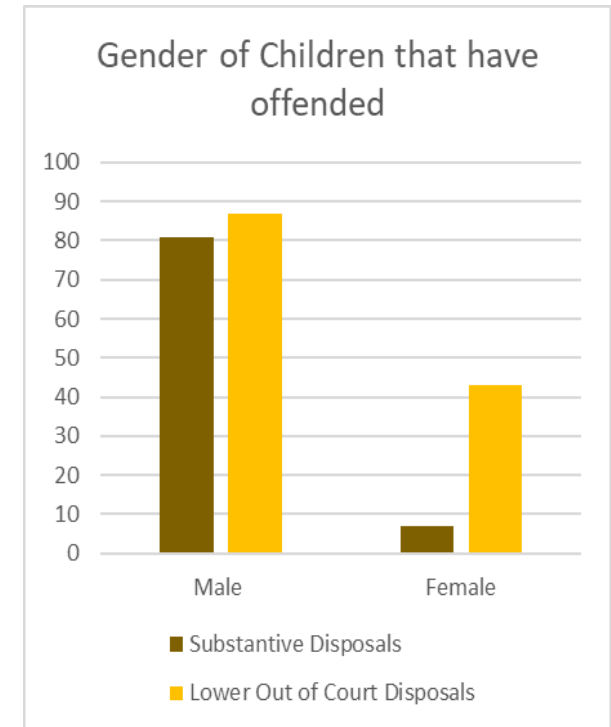
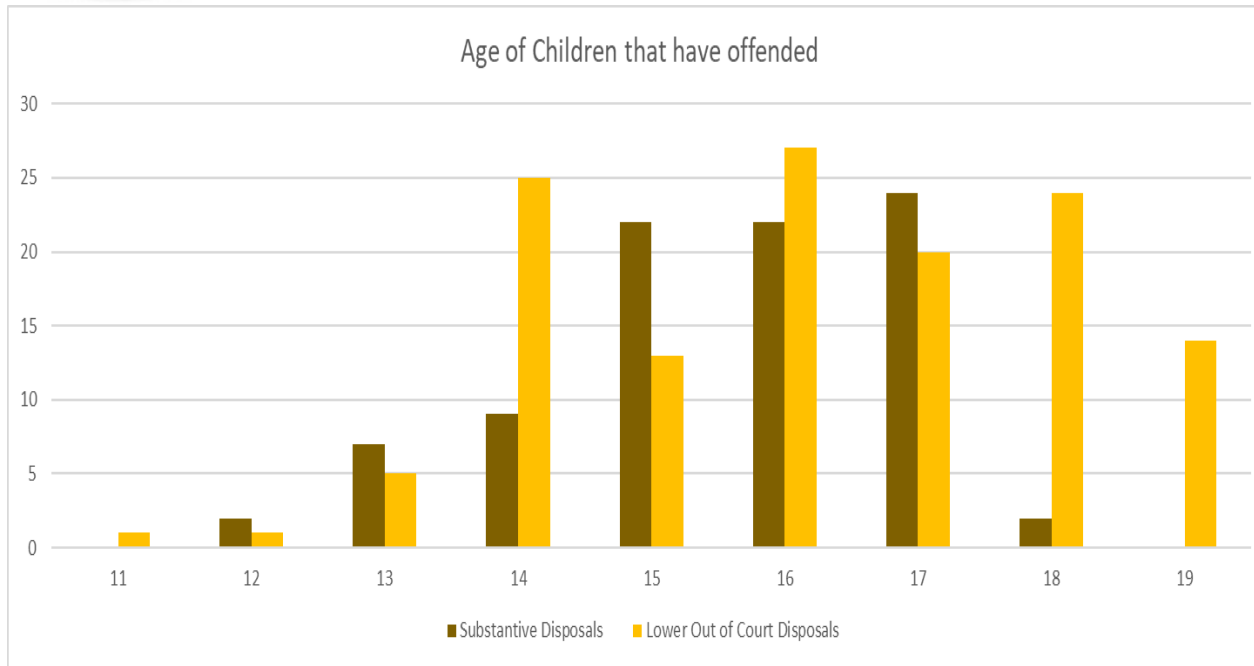
The data indicates:

There are elements of disproportionality that are evidenced in the numbers of Black children that are both open to the Youth Justice Service and that are Stopped/ Searched.

The rate of Stop/ Searches for non white children is disproportionate. There are particular disparities with the rate of Stop/ Searches for Black children.

The increased numbers of children with mixed parentage is stark in the Youth Justice Service

The data that is missing for Stop/ Searches should be explored further.



The age of children that have committed substantive offences is similar to the national picture. Comparative data on children who have received lesser Out of Court disposals is unavailable but seems to be in line with research. It is noted that children, even those that have previously offended, are still eligible in the future for lesser out of court disposals.

The data does suggest an increase of offending at around Year 8 in school and further local information on that year group may suggest an area of response for the partnership

Lower out of Court Disposals is any out of Court disposal with the exception of a Youth Conditional Caution



Some data from the [Education and offending cohorts in Reading](#) highlights some of the differences that Reading has compared with the national picture of children that have offended. The areas of note are:

	National Rate	Reading Rate
Attainment (5+GCSEs A-G)	49%	41%
Permanent Exclusion	11%	28%
Alternative Provision	29%	40%
Social Care Involvement (Children who have been on a Child in Need Plan)	45%	61%

The Measure of offending are those with substantive disposals and the data is based on those in Key stage 4 between 2012 and 2018

These figures demonstrate that work to improve the educational and social care journey of children is likely to have a positive impact on the offending rates of children in Reading.

12. Prevention

There are a range of prevention services within Reading. Some of these are delivered by BfC services and others by voluntary organisations.

- The YJS commission Reading FC Community Trust (Kicks) to deliver the:
 - Tier 1 Premier League Inspires programme to 10 x YP (30 YP in total) in 3 x secondary schools in Reading over a year. These YP are identified by the schools as being at risk of exclusions.
 - Tier 2 targeted programme – see Diversion section.
- Rise Up project – Based in one secondary school working with YP who have had a number of suspensions and who are at risk of permanent exclusion. This support includes the holistic support to the whole family.
- Targeted Youth Support service – deliver 1-1 work with YP identified by organisations needing additional support on a range of issues including those at risk of suspension/exclusion from schools, those who are NEET, have low self confidence, struggling with relationships, on line safety, etc etc.
- Detached and Outreach Youth Work team – Work as an outreach and detached youth work team on the streets, parks and communities of 3 x areas within Reading 5 x days a week delivering a range of street and community based activities outside of school hours focussing on areas with higher levels



of deprivation and supporting YP with access to support and information on a variety of issues eg drug and crime awareness, emotional well-being and healthy relationships. They also work with volunteers supporting them to deliver youth clubs in community settings.

- Starting Point
 - Mentoring service – 1-1 support with a mentor for YP who is at risk of exclusion, becoming involved in crime etc
 - School Navigator project – working in schools across Reading for those at risk of suspensions
- Turnaround Programme – YJS have employed 1.5 FTE Engagement Worker to support children on the cusp of entering the youth justice service eg at arrest stage. They will also work with some children who have received a Community Resolution or where the police are not investigating any offence further. The criteria also includes those who have received anti social behaviour notices. The number of cases eligible for Turnaround support are anticipated to exceed the services that are available. Cases are therefore screened so that those with associated risk factors can be targeted for support. In Reading these associated risk factors include those children with SEND, those known to Social Care, and those who are having difficulties at school.
- While Turnaround is provided through the YOS, staff will work with children outside of the building, in the community. This reduces the risk of labelling and stigmatising the children open to Turnaround.
- The YJS are part of a working group exploring a bespoke programme with girls to develop resilience to support life chances that is being coordinated through Alana House – a local women’s support service.

13. Diversion

- Reading FC Community Trust – Kicks - Tier 2 targeted programme – for 5 x YP a year – providing intensive support over a 12 month period for those YP who are already known to services.
- Reconnect - work with young people where there is risk/harm coming from the community such as exploitation, substance misuse, missing, crime and youth violence.

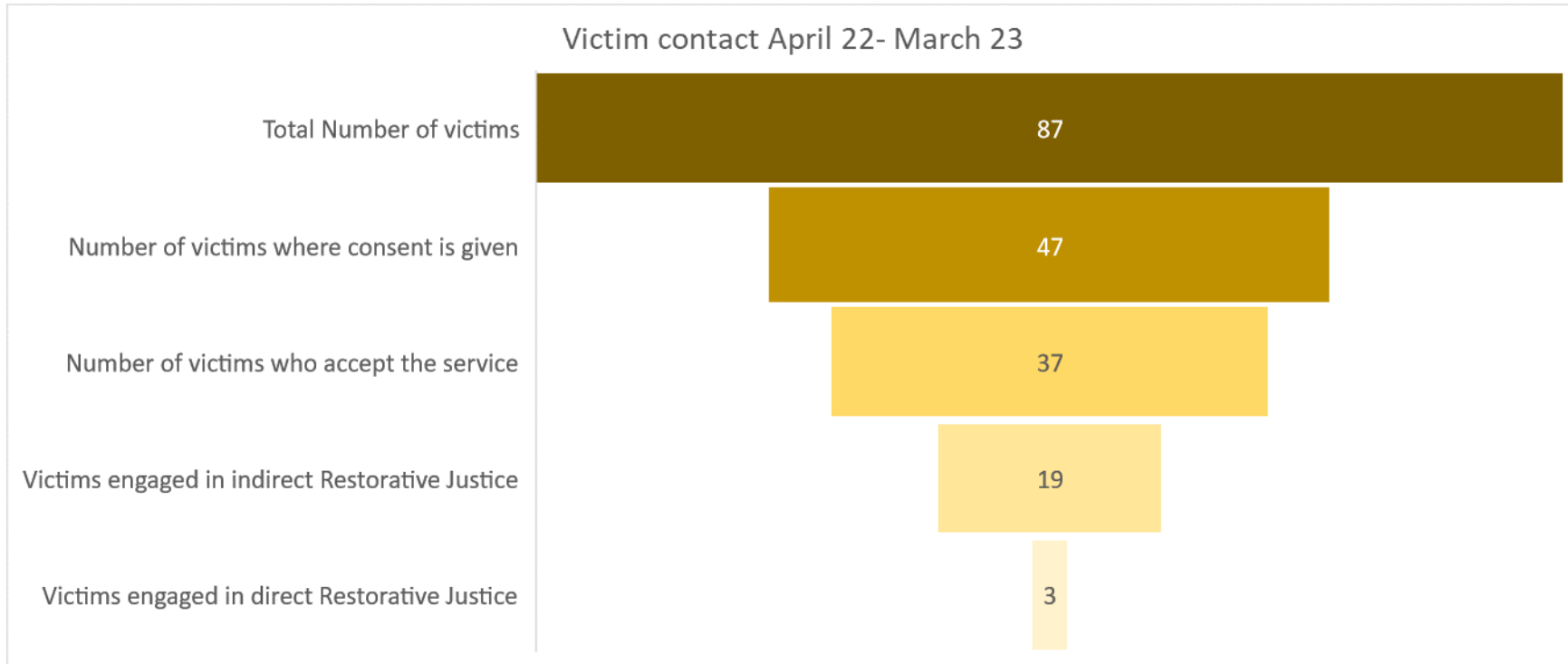
14. Education

The YJS have continued to support the Rise Up Project, based in a local secondary school. The project works with children in Year 8 at risk of disengagement and exclusion to help them develop stronger educational journeys.

The YJS led a group work programme over two terms in a local secondary school. Again this work was targeted at children to help develop their confidence and engagement in their schooling.



15. Restorative approaches and victims



Some instances of what the direct and indirect Restorative Justice work has included:



A child crashed a vehicle through a fence into a field. After contacting the victim of the field and victim work with the child, he was able to hear about the impact his actions had on the owner and the ripple effect he had caused and was also able to make up for what it had done by completing work at the stables.

A child drove and crashed a car - The victim was contacted at the Pre Sentence Report stage and supported to make a Victim Personal Statement, and wanted to receive a letter of explanation from the child; we were able to share an explanation with the victim from the work that had been completed.

After the theft by a child a member of shop staff left as she had felt intimidated and scared to work anymore. Following victim awareness work with the child he wrote a letter to the store explaining that he was sorry for his behaviour and he never meant for anyone to feel threatened by his actions.

The young victim needed some reassurance the children would leave him alone and the Youth Offender Panel put conditions into their contracts to stay away from the area the incident took place, and were able to feedback to the victim the progress the children had made on the Orders.

After completing some victim awareness work a child was able to appreciate the harm he had caused and when he next saw the victim, he apologised to him. This was verified with the victim who felt the matter was now sorted.

16. Serious violence and exploitation

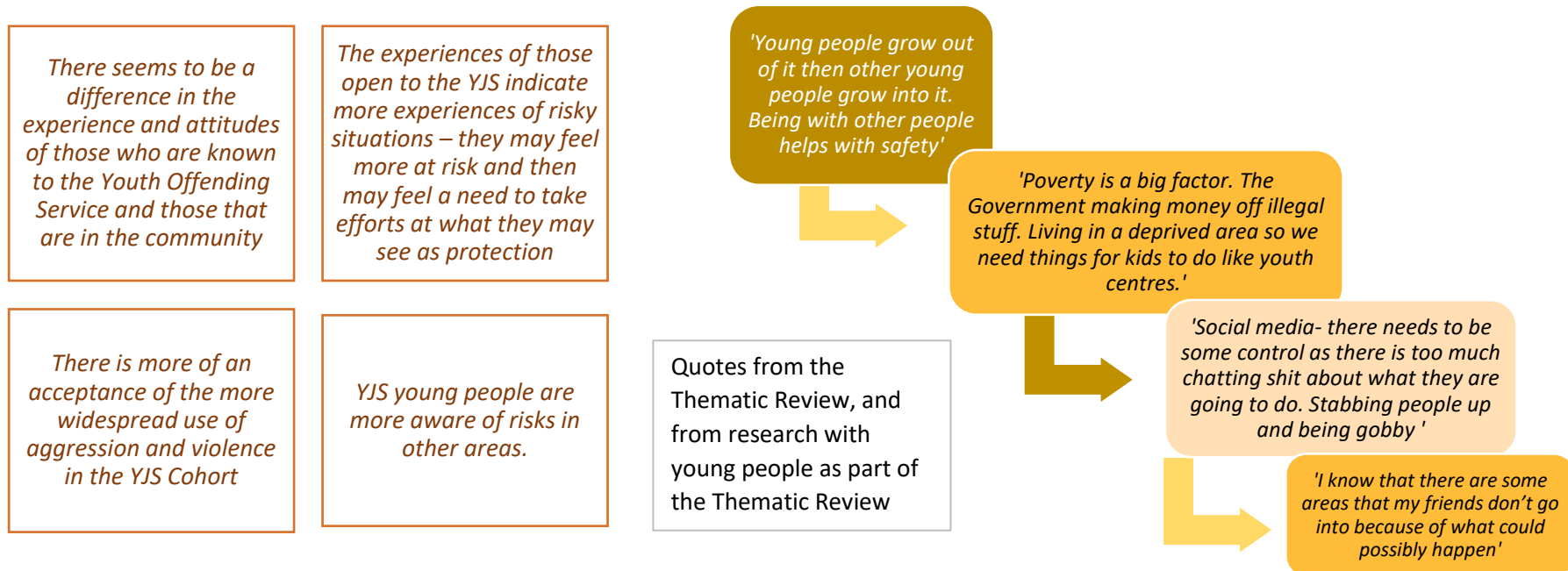
Serious Youth Violence (SYV) offences are those that include more serious violent offences, Class A drug offences and Robberies. There has been an increase in the number of Serious Violence offences in the period April 22-23 compared with the previous year. Part of this has been fuelled by an increase in involvement in Class A drug offences as opposed to Robbery and violent offences. There has also been an increase in the number of knife and offensive weapons offences.

Following the involvement of young people in murders in Reading (2021) there has been an increase focus around SYV. The Community Safety Partnership Serious Youth Violence Duty has involvement from the Adolescent Risk Group. A thematic Child Safeguarding Practice Review has been published in 2022. The review considered a wider cohort of children who had committed Serious Youth Violence offences considering their characteristics and the services that were available to them. The action plan following the thematic review is referenced in the Service Development Plan.



THE YJS regularly attends Exploitation strategic and Operational Meetings with regard to exploitation and Missing children. The oversight and delivery of exploitation approaches has been reviewed over the year and we are expected to continue to be involved in these processes over the coming year.

The recent National Standard audit around Court has been themed specifically to look at SYV cases.



17. Detention in police custody

The YJS completed some research with a group of young people that had experienced police custody. This spanned the period from November 21 to June 22. 24 young people, some open to the YJS and others who had been arrested were interviewed over the phone to get some feedback of their experiences in the local police Custody Suite.



Practices that are working well

1. Young peoples understanding of why they had been brought in to custody.
2. Legal advice being offered by police and letting young people know they were entitled to one.
3. Young people being offered food.
4. Police officers breaking down the caution and going through it slowly so young people could understand.
5. The use of simple language during the interview and good understanding of questions asked.
6. Young people understand why they have an Appropriate Adult (AA) and their role.
7. Young people feeling they had been fairly treated at the custody suite.
8. Those young people that had been arrested before feeling safe.

Practices that are NOT working well

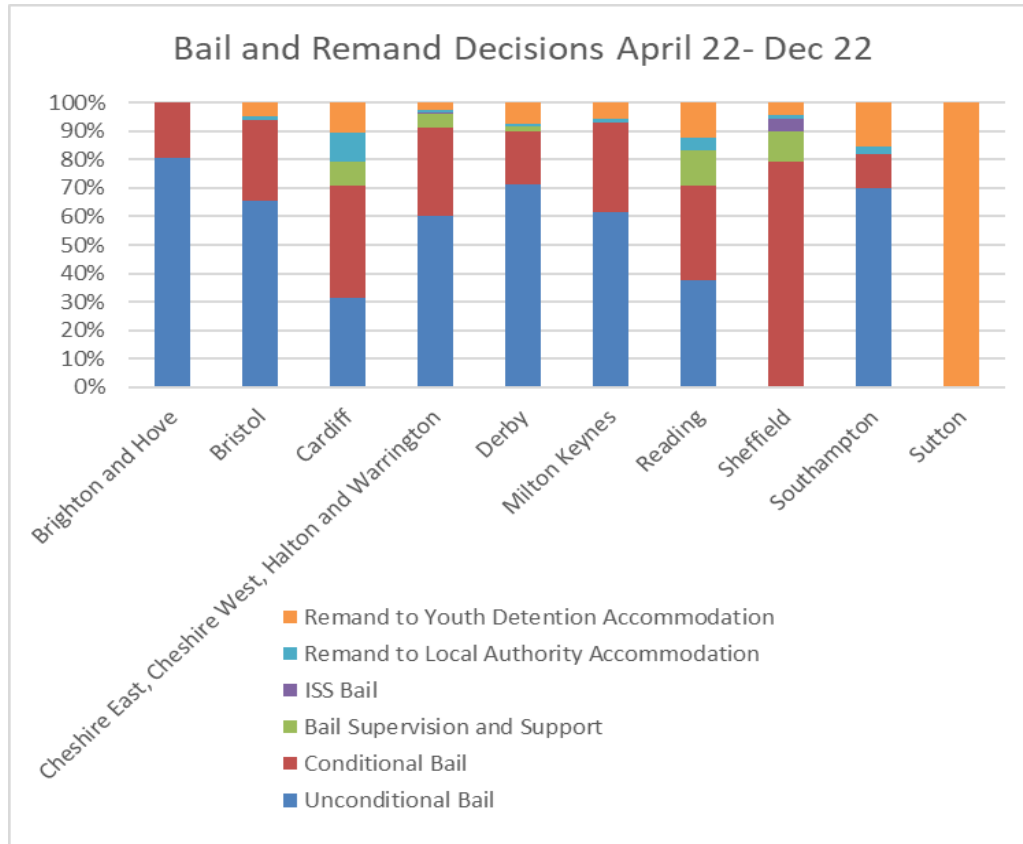
1. Young people experience on arrest, the unnecessary use of handcuffs or not being told why they are used.
2. The length of time young people had to wait for a solicitor.
3. The length of time spent in the cells, the cells being cold, exacerbating mental health and experiencing decline in mental well being, feeling traumatised by the experience, not knowing what is going on and feeling bored with too much thinking time.
4. Young people not being kept informed of what is going on and what will be happening.
5. The food not very nutritious, lacking in taste, food not fitting the description and long waits for it.
6. Parents as AA, not being clear on their role.
7. Young people not knowing what would happen after their interview, feeling confused about bail conditions, if they had been released under investigation or no further action being taken.
8. First time arrested young people not feeling safe.
9. Young people from minority ethnic groups feeling they are being treated differently.

Some recommendations were produced that have been shared with the police. The police themselves over that period had been making some changes in the facilities available at the Custody Suite.



While the Custody Suite is located in a neighbouring Local Authority, Reading YJS will attend if an appropriate adult is needed for a Reading child that has been detained. We are updated with any involvement that Emergency Duty Service have had with children who have been arrested either at evenings or weekends. YJS staff are trained in the role of the Appropriate Adult as part of their induction including shadowing AA provision.

18. Remands



Data from the Youth Justice Board indicate a pattern of bail and remand decisions. The data is for a relatively short period and some YOTs may have had few cases in court. Reading’s data is based on 24 Bail and remand decisions.

It is noted that the court may be more likely to impose conditional bail on Reading Cases over this period and we have been able to offer bail supervision and support.

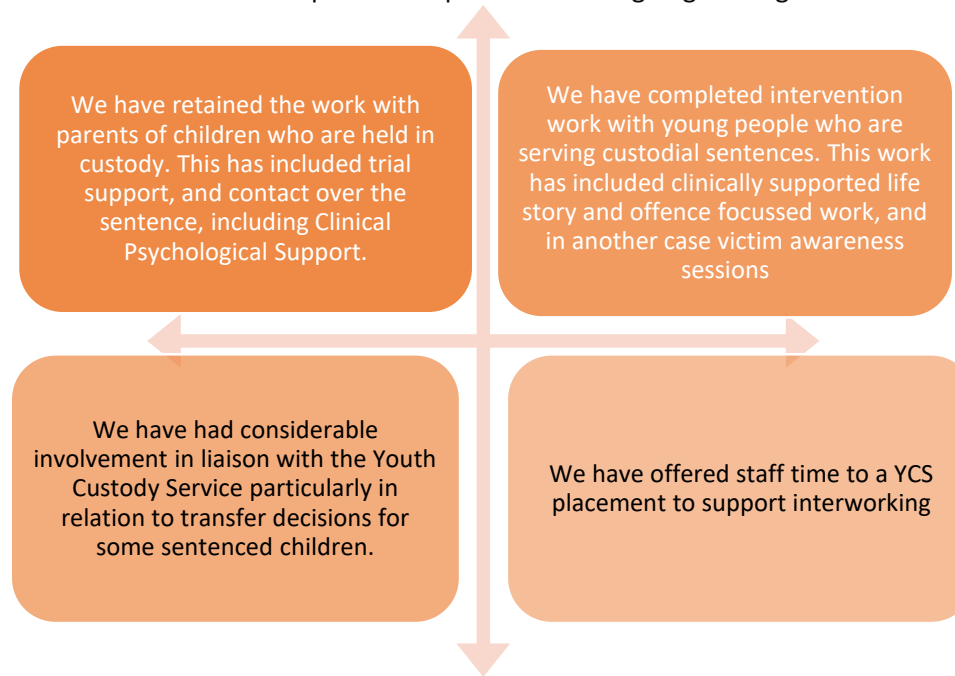
The 3 x remand cases involved two children who had been previously on significant Community Orders and had breached these Orders and been uncontactable and had been arrested on warrant. The other related to a young person, with an offending history who was arrested for a large number of offences, some of them serious. At the next hearing this child pleaded and was given stringent conditional Bail conditions before sentence where they received an intensive Community Order

The Performance report provided for the Management Board includes remand data on a quarterly basis.



19. Use of custody

The data on the Custodial Sentences is included on p15 of this plan and the ongoing oversight is detailed in the National Standards section below.



20. Constructive resettlement

We have had limited experience of children leaving custody this year. The one case we had was managed by the YJS and transition planning was underway with the Probation Service as the child was nearing 18. The transition took place whilst the child was in a custodial setting and they were effectively managed by Probation at the point of release. We conducted a further closing session with them after their release as our contact with them had been unexpectedly curtailed due to the custodial sentence. Our resettlement approach has been tied in with our transition policy as some of the approaches apply to all transitions including resettlement. The National Standards work this year in these areas will explore the experiences of children transitioning and also those in Secure settings and will be audited against the Resettlement and Transition Policy.



21. Standards for children in the justice system



This year we have conducted reviews on National Standards (NS) 1, 2 and 3. Given the plan, we focussed some of the areas of the audit work around themes of Disproportionality and Serious Youth Violence. Each of the reviews involved an audit of cases by the YJS and then a validation meeting with Board members.

NS 1 – Out of Court	<p>At the time of the Audit we had leaned that we were successful in the request for a Peer review and given the longstanding FTE issues we wanted a deeper exploration of this area that the prre review would give us. The audit findings included:</p> <ul style="list-style-type: none"> • 75-80% of First Time Entrants are not previously known to the YJS. This duplicated the finding from a previous audit. • There were some actions in relation to the recording of Youth conditional Cautions that needed tightening up. • The involvement of caseworkers in YCC delivery was identified as a practice gap. • The Audit work assisted some of the planning for the Turnaround programme that started over this year.
NS 2- At Court	<p>This audit concentrated on a small cohort of young people appearing with Serious Youth Violence Offences. Findings included:</p> <ul style="list-style-type: none"> • Court processes were sound. • Risk management planning after arrest and before court appearance demonstrated some gaps in YJS and partnership Practice. • Risk Management by the YJS at and after court should be more victim focussed and proactive. • More targeted work addressing SYV risk should be actioned more promptly on interventions.
NS 3 – 3 Work in the Community	<p>This Audit considered the group of Black and Mixed heritage children that the YJS had worked with. Findings included:</p> <ul style="list-style-type: none"> • The development of the tool ‘ This is me’ was considered to be a useful tool that should be used routinely with all you ng people to develop an understanding of the individual in their context and assist self expression.



	<ul style="list-style-type: none"> • Countersigning and report and review templates have been amended to consider diversity. • There is an identified need for further training in this area
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Reviews of NS 4 and 5 are scheduled this year

22. Workforce Development

There has been a 0.14 reduction in the Caseworker capacity following the change in working hours for a member of staff. The Case worker capacity is expected to increase to 5.0 FTE over the next year. The substantive Speech and Language post is on maternity leave and there is reduced capacity in the cover position. The Health and Justice provision across the YOTs in the West of Berkshire has developed a more peripatetic and responsive approach to their input which should allow for more effective delivery. The principal gap in staffing is the absence of a Probation Officer. Whilst we have arrangements for regular face-face contact with a nominated Probation officer to assist transitions, staffing shortages in the Probation Services are preventing the appointment of this post. Plans for current Probation recruitment should mean the provision of a qualified worker in this financial year.

At a lower level the YJS is represented in local relevant local delivery arrangements that affect the partnership.



23. Evidence-based practice and innovation

Surrey University are using Reading as a research site into work with parents of children that are open to the Youth Justice Service. The programme of research is ongoing but researchers have visited the site and interviewed staff, young people and parents as part of the research.



As part of the work with parents we have coordinated a Parent led support group for parents who children are involved in or at risk of exploitation. The model for the group is similar to the researched Kitchen Table Talks used in the West Midlands and has been positively received by the parents involved in the group. The YJS will continue work with Surrey over the coming year in our work with Parents.

The parents have also been empowered to lead workshop on the experiences they have had with their children. They have delivered these with a small group of newly qualified Social Workers and with a wider learning session coordinated by the Safeguarding Partnership. Some of the feedback from the workshops included:





24. Evaluation

A YJS Peer Review was undertaken in November 22 around First Time Entrants. There were 3 key lines of enquiry:

1. Are Out of Court Processes, specifically the early identification of children at risk, well understood by partners and are appropriate interventions available?
2. Is the decision-making process sufficiently robust?
3. Is there a clear strategy regarding the future vision of the service linked to early identification?

There were a number of strengths identified and recommendations which have been developed into an action plan.

Recommendations

- The YOS Board to satisfy themselves that YOS practice is conversant with effective practice principles and the requirements of HMIP case management expectations;
- Senior YOS management team to develop a clear plan for improving the timeliness of assessments and ensuring that the voice of the child is heard within the assessment and planning process;
- The Early Help partnership to develop a clear strategy and action plan to ensure that they are delivering in diverting children from the criminal justice system as well as improving children's welfare;
- In line with a trauma-informed approach, the YOS Partnership should seek to develop ways of reducing the number of professionals who are involved with children at any one time;
- Partners to review current decision-making processes for OoCD's, to ensure greater multi-agency involvement and oversight of decision-making;
- Thames Valley police to review the use of Outcome 22 as an alternative diversionary option for children, in line with revised national guidance;
- Contextual safeguarding approaches to be fully embedded in prevention work and work with communities
- The Board to develop a Disproportionality strategy and action plan which will hold each partner accountable for their role in preventing further disadvantage to children who are over-represented in the criminal justice system.

An action plan has been developed from the recommendations and can be seen in appendix 4.

Following the peer review, YJS commissioned Cordis Bright to undertake some further audits and to work with the staff team and Managers to strengthen and develop practice.



25. Service development plan

Actions	Measurement of Success	By When
Priority One – Reduce First Time Entrants into the Youth justice system –National research linked to criminal exploitation found that the only identifiable common indicator of vulnerability that was present in children’s lives was exclusion from school. Although exclusion is clearly not the cause of the risk, it is seen as a trigger point for significant escalation of risk. Thus one of our priorities is to reduce the number of suspension and permanent exclusions.		
Evaluate school-based Rise Up project	Evaluation report demonstrating impact of project	Oct 23
Develop project to support YP at risk of permanent exclusion following learning from Rise Up Project	Increase in successful managed moves and reduction in permanent exclusions	Sept 23
Continue to develop Turnaround Project	Decrease in number of FTE’s Local evaluation on outcomes	March 24
Peer review action plan delivered	Key services delivering support aimed at reducing suspensions and permanent exclusions evaluated re impact on FTE figures.	March 24
Priority Two: Address Disproportionality/over representation within YJS cohort - As part of our vision, we recognise that Reading is a diverse town and some individuals and groups experience inequalities and disproportionate treatment. We want to have a greater understanding of how criminal justice processes affects particular groups and work against unfair treatment in the youth justice system.		
Develop YJS Disproportionality strategy with contributions from all partners	Disproportionality Strategy agreed by Board, enabling increased understanding of disproportionality issues across the partnership	Dec 23
Develop and deliver action plan to address any disproportionality issues within YJS cohort	Agreement how to tackle disproportionality across the partnership Action plan delivered and monitored.	March 24
Priority Three: Reduce the impact of serious youth violence - While overall crime continues to fall, serious youth violence across the country has been rising with figures showing that both perpetrators and victims of these offences are getting younger. Furthermore, both perpetrators and victims of SYV are typically vulnerable young people - at increased risk of exploitation and victimisation, often with significant evidence of adverse childhood experiences (ACEs). BWSCP undertook a Thematic review into this area following 2 x serious youth violence incidents in Reading.		
Implement recommendations from BWSCP Thematic Child Safeguarding Review: services provided to YP and their families in relation to serious youth violence –	Recommendations are implemented.	Dec 23
<ul style="list-style-type: none"> Audit protocol between YJS and CSC to review how effectively the protocol is working 	Audit report published.	July 23



<ul style="list-style-type: none"> Revise protocol in light of above findings. Ensure YJS participation and involvement in multi-agency partnership meetings involving serious violence eg CSP sub group, VRU 	<p>YJS and CSC protocol revised and implemented.</p> <p>Improvements to the existing CETAR and CEMOG meeting structures are implemented including the introduction of the new Exploitation Team Around the Child (ETAC) meetings.</p>	<p>Sept 23</p> <p>Sept 23</p>
<p>Priority Four: Increase opportunities for participation and involvement of young people within YJS - It is important that we receive feedback from young people around their experiences within the youth justice system so that this can inform the way we change and develop our services appropriately. It will also enable young people to be actively involved in decision-making processes on issues that affect them.</p>		
<p>Develop Community/Peer court</p>	<p>Peer/Community court developed and implemented enabling YP to become part of the solution and not the problem with opportunities for a restorative approach and giving a voice to victims.</p>	<p>March 24</p>
<p>Involve YP in the rebranding of the YJS including logos and new location</p>	<p>New 'brand' and logo developed for Reading Youth Justice Service chosen by YP from Reading.</p>	<p>Sept 23</p>
<p>Undertake regular service user feedback on services provided by YJS as well as court and Police custody experiences. Ensure YP are informed about outcomes from their comments and/or suggestions to improve services.</p>	<p>Changes in youth justice services in Reading are informed by young people's views and comments. YP understand what changes have occurred as a result of their feedback.</p>	<p>March 24</p>





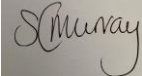

27. Challenges, risks and issues

Challenges, risks and issues	Action
<p>The Early Help service, which includes Youth Justice is undergoing a redesign during 2023 and there is currently ongoing discussions re how the strategic management and oversight of YJS will be configured.</p>	<p>Interim management arrangements in place at end June when current Service Manager retires.</p> <p>Consultation document re redesign of Early Help services will be published mid June.</p>
<p>YJS HMIP Inspection is imminent</p>	<p>Preparation is under way re collation of evidence in advance documents, chairs presentation etc. Board members continue to be briefed re role and expectation.</p>




<p>The Youth Justice Service has recently moved to a new venue, which whilst providing more modern facilities is further from the town centre.</p> <p>The enthusiasm of young people in finding the venue will be closely monitored with resolutions being found if there are concerns re this.</p>	<p>Maps have been developed showing the bus routes and walking routes from town.</p> <p>Monitor the attendance of young people for YJS appointments and/or meetings. Implement resolutions if there is an issue.</p>
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28. Sign off, submission

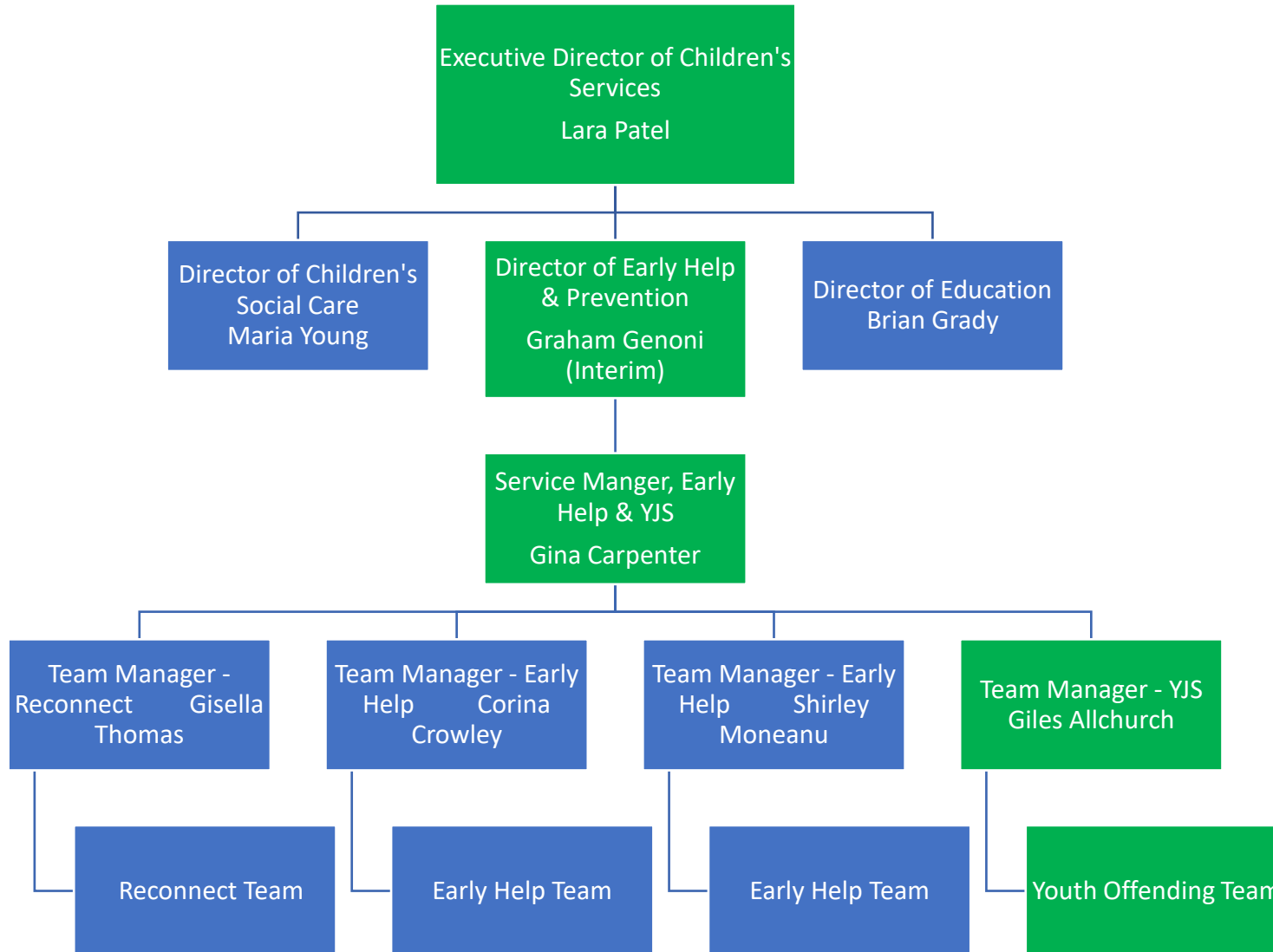
Name	Role	Organisation	Signature
John Ennis	Senior Probation Officer, (Chair)	National Probation Service	
Ceri Burns	Head Teacher	Cranbury College	
Gina Carpenter	Service Manager, Early Help & YJS	Brighter Futures for Children	
Fiona Hostler	Head of Education Access and Support	Brighter Futures for Children	
Emma Tompkins	Chief Inspector, Deputy Commander – Reading LPA.	Thames Valley Police	E Tompkins 4932
Rachel Spencer/ Victor Koroma	Director	Reading Voluntary Action	
Graham Genoni	Director of Early Intervention and Prevention (Interim)	Brighter Futures for Children	
Sally Murray/Miranda Walcott	Head of Children's Commissioning,	NHS	
Maria Young	Director for Children's Social Care	Brighter Futures for Children	
Krista Thompson/Rachel Taylor	Sergeant, Youth Justice Unit/Detective Chief Inspector, Criminal Justice	Thames Valley Police	



Jo Middlemass	Community Partnerships Service Manager	Reading Borough Council	
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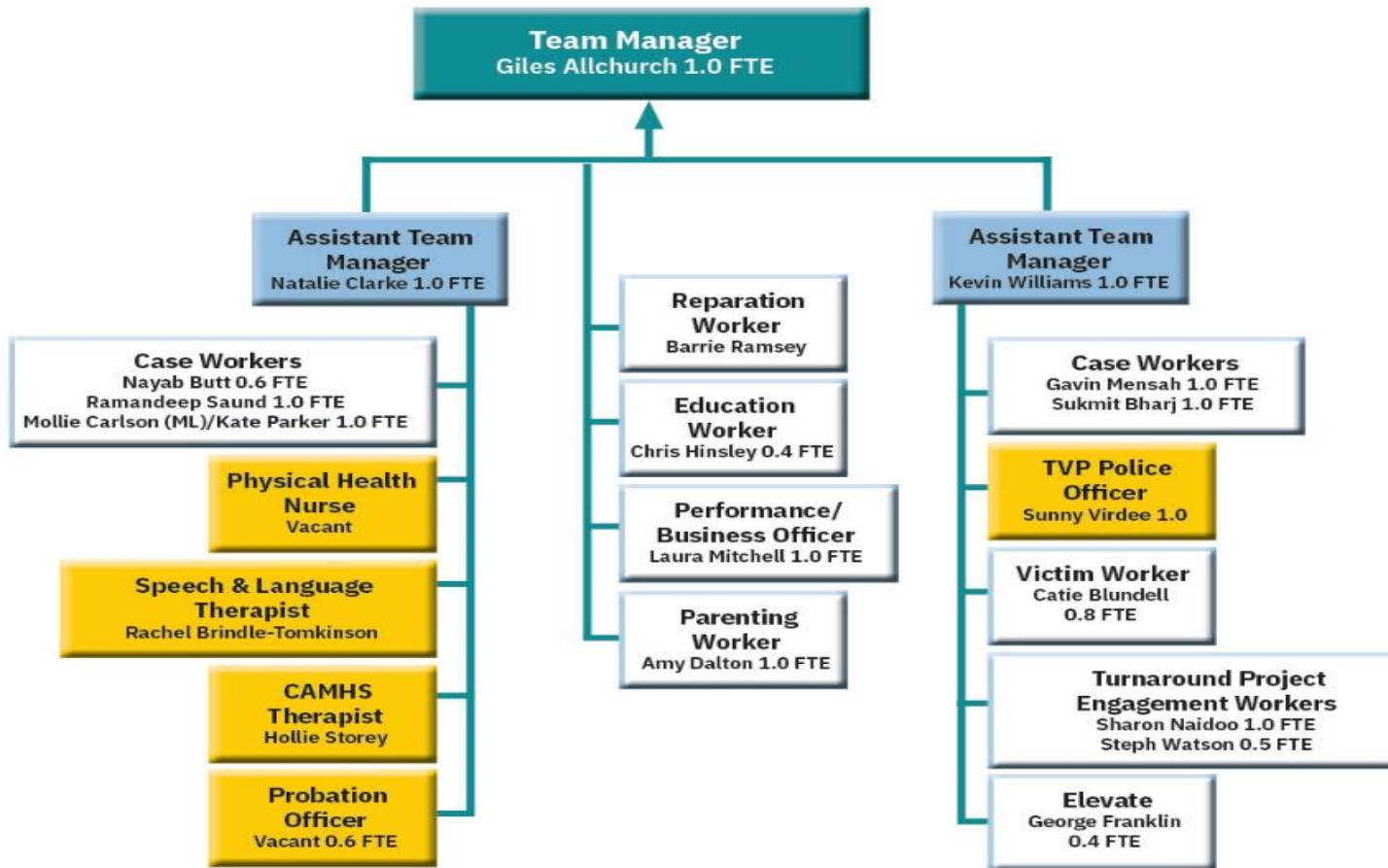


Appendix One -BFFC Structure





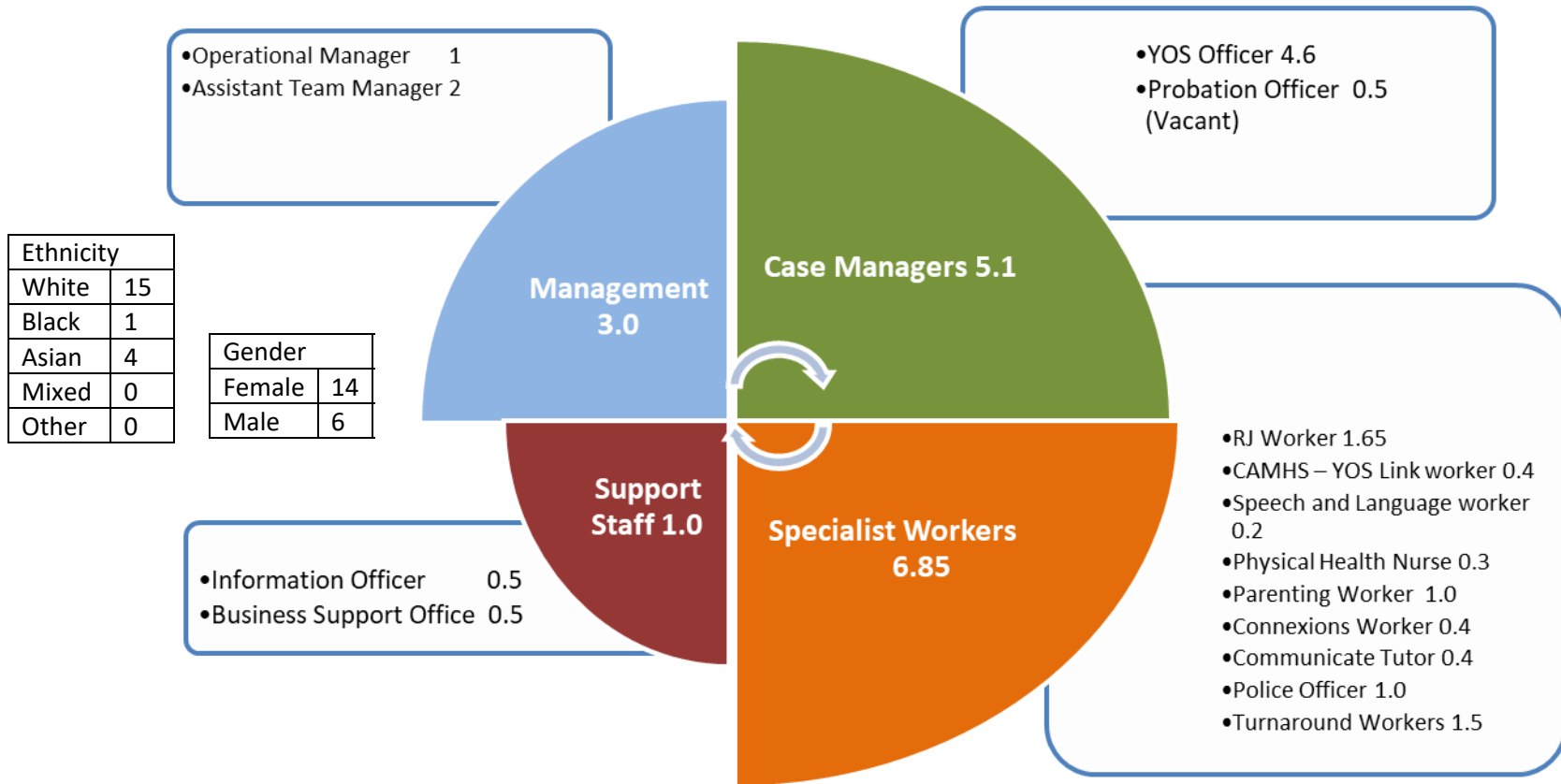
Appendix Two - YJS Structure





Appendix Three - Staffing as at 01.04.23

11.95 Full Time Equivalents





Appendix Four - Peer Review Action Plan

YJS Peer Review Actions	Who	By When	Progress
1.The YJS Board to satisfy themselves that YJS practice is conversant with effective practice principles and the requirement of HMIP case management expectations			
Commission external audit and report to ensure YJS practice is compliant with HMIP case management expectations.	GG/GC	Feb 23	<p>Update June 23 Cordis Bright commissioned to review cases and case management oversight and practice.</p> <p>18 statutory cases were audited. The report identified a number of strengths and areas for development. The areas for development included</p> <ul style="list-style-type: none"> • QA process • Storing of key documents on Childview. • Risk and SWB plans to be more robust with clear actions identified with timescales. • Management oversight and case supervision. • Focus on disproportionality. • Post 16 provision and its offer to children in YJS to be monitored.
YJS Management Board to review audit report and any action plan.	Cordis Bright	June 23	<p>Update June 23 A number of individual sessions were held between Cordis Bright, Managers and YJS Case Workers, feeding back comments re audited cases and working on improving current 'live' cases eg assessments, plans etc.</p> <p>Training and workshops have been facilitated by Cordis Bright with Managers and staff to review and improve practice – particularly around ensuring evidence is within Child view.</p>



			Cordis Bright will attend Board meeting on 14 th June and facilitate a workshop around disproportionality and expectations of Board members re governance.
Review and revise case management processes to ensure aligned with HMIP guidance and effective practice	GA	July 23	Update June 23 The audit and support from Cordis Bright as above has ensured our case management processes are aligned with HMIP guidance and effective practice.
2.Senior YJS Management Team to develop a clear plan for improving the timeliness of assessments and ensuring that the voice of the child is heard within the assessment and planning process.			
Review this recommendation following findings from Cordis Bright undertaking full audit of all OoCD and court cases.	GC	April 23	Update June 23 Cordis Bright have reviewed all cases and undertaken a full training session with staff and Managers on their findings to build on and develop practice. They have worked with staff and managers on an individual basis to improve practice.
Meet with staff and Managers to ensure all understand HMIP standards and expectations re case management processes and recordings.	Cordis Bright	March 23	Update June 23 As above. There is ongoing support delivered by Cordis Bright with coaching and mentoring for staff and managers.
Undertake a re-audit of sample cases to monitor compliance with recommendations from Cordis Bright report.	GA/GC	May 23	Update June 23 As the support of Cordis Bright is currently ongoing, cases are regularly reviewed by them as they discuss cases with staff and Managers.
Report presented to YJS Management Board	GC	June 23	Update June 23 Cordis Bright facilitated a workshop for the Board in June re roles and expectation of Board members, readiness for Inspection and agreeing the priorities for the Youth Justice Plan 23/24. There was not time for a report specifically on their work to date – although the above was informed by this. Regular updates have been given to the Interim Director of Early Help & Prevention.



3.The Early Help Partnership to develop a clear strategy and action plan to ensure that they are delivering in diverting children from the criminal justice system as well as improving children’s welfare.			
Link to BWSCP thematic Review Recommendation 6 – The Reading Adolescent Risk Strategic Group to be responsible for mapping, coordinating and evaluating the diversionary schemes available across organisations in Reading.	ARSG	March 23	Update June 23 The BWSCP’s action plan states that a group meets quarterly, and they have mapped what services are on offer. A range of organisations are involved in this. However, the group cannot evaluate all the services/organisations.
Ensure close links with ARSG re Communication strategy to ensure that all staff working with young people are aware of the range of prevention and diversion support available for young people	GC	Sept 23	Update June 23 This will be progressed as part of the Adolescent Risk Strategic Group work on the BWSCP thematic action plan.
Develop the work which No5, Starting Point and Kicks have started re mapping support services within Reading to ensure staff are aware and can signpost/refer young people to other support services.	GA	June 23	Update June 23 BFFC Early Help have met with No 5, Starting Point and Kicks to discuss the summer activity programme in Reading and to develop a joint promotion offer available for parents, young people and colleagues. The Extended Youth Diversion Network ToR will also be updated and used to support progressing the mapping work started by No 5, Kicks and Starting Point.
Ensure the range of EH funded prevention projects aimed at reducing the number of first-time entrants: <ul style="list-style-type: none"> • Rise Up – holistic School and Family based Exclusion Project • Kicks ‘Premier League Inspires’ – school based project supporting YP ‘at risk of exclusion’. • Starting Point mentoring scheme 	GC	Sept 23	Update June 23 The Rise Up project ends in July 23 and the evaluation report will be developed after that date. Kicks Premium League Inspires programme - Worked in 3 x secondary schools this year – Maiden Erlegh Reading, Reading Girls School and The Wren. Worked with approx. 30 young people. Awaiting the evaluation report at the end of the Academic year from Kicks.



are evaluated and impact on FTE figures is monitored.			Starting Point Mentoring scheme – this is managed and monitored by the Strategic Lead, Partnership & Prevention.
Develop and implement Reading Turnaround programme within the YOS to ensure young people on the cusp of offending are offered support and interventions.	GA	Jan 23	Update June 23 Staff have been recruited and the programme has been operational since Jan 23. We received 30 x referrals in that period – 11 young people went on to receive an assessment and intervention. Our target for that first year was 9 young people. We have a target of supporting 26 young people in 23/24 and 25 children in 24/25.
Explore the use of a Youth Peer Court within Reading to support the reduction of first-time entrants.	GA	June 23	Update June 23 This is an ongoing piece of work and is in the Youth Justice Plan as a priority for 23/24.
4.The YJS Partnership should seek to develop ways of reducing the number of professionals who are involved with children at any one time.			
Link to BWSCP Thematic Review Recommendation 8 – the Reading Adolescent Risk Strategic Group to hold a learning workshop to discuss this issue further. Workshop to focus on one young person and map touch points and services, including the consideration of wider organisations.	ARSG	March 7th	Update June 23 Workshops have been moved to 2023 to allow other ongoing work to be completed. Once the Community Safety and Violence strategy is published, it will feed into one of the workshops.
Await findings from BWSCP workshop and respond to actions.	GC	June 23	Update June 23 As above. The timescale for this action will need to be reviewed when the actions from the workshop are known.
5.Partners to review current decision-making processes for OoCD’s to ensure greater multi-agency involvement and oversight of decision making.			



Discussion with Youth Justice Unit – this is a Thames Valley process. Explore use of ‘teams’ to support a wider multi-agency approach to decision making processes to ensure multi-agency engagement.	GC	March 23	Update June 23 Further discussions are required with YJU. However, the evidence of the rationale behind the decisions re OoCD is now much more visible within child view. See below.
Ensure there is clear evidence and recording of Management discussions and rationale which have informed the decisions re OoCD with YJU are within Child View.	Cordis Bright	March 23	Update June 23 This has been part of the Cordis Bright support and discussions offered to Managers and staff.
Review involvement of victim voice within decision making process	GA	March 23	Update June 23 Working with police to ensure evidence that the victim has been consulted or given consent re involvement re OocD decision.
6.Thames Valley Police to review the use of Outcome 22 as an alternative diversionary option for children in line with revised national guidance			
This is an issue across Thames Valley and directly impacts on FTE rates. YJB are discussing with TVP. Some agreement reached – yet to be confirmed.	GC	March 23	Update June 23 There is a task and finish group across the Thames Valley involving YJS’s and TVP looking at this area. There has been some agreement re use of deferred outcomes which is essentially very similar to an Outcome 22
7.Contextual safeguarding approaches to be fully embedded in prevention work and work with communities			
Review this recommendation following findings from Cordis Bright full audit and implement agreed actions.	GC	April 23	Update June 23 This area has been looked at as part of the full audit and has been discussed with Managers and staff as appropriate.
8.The Board to develop a Disproportionality strategy and action plan which will hold each partner accountable for their role in preventing further disadvantage to children who are over-represented in the criminal justice system			



Analyse YJS data to determine extent of issue re disproportionality within Reading YJS	GA/GC	April 23	Update June 23 This has been completed for 22/23 cohort. Some of this data is included within the 23/24 Youth Justice Plan.
Partners agree contribution to strategy re own organisation including data and actions.	Board Members	March 23	Update June 23 Board members have agreed to share data. The first discussion re this will be at the June Board meeting.
<p>Develop YJS strategy and action plan. This will include:</p> <ul style="list-style-type: none"> • The vision for supporting YP with diverse backgrounds • The local picture re data and what it means • Practice support e.g. Re-launch of tools to support the approach in supporting YP from diverse heritages and backgrounds and ensuring their lived in experience is understood and included within assessment, plans and reviews. • Training for staff diversity e.g. cultural competence, unconscious bias etc 	GC	Sept 23	Update June 23 Draft Disproportionality strategy developed. June Board meeting will have a focus on this.