

Youth Services

YOUTH JUSTICE PLAN 2021-24

OUR VISION

“To work in partnership across the City to offer a holistic service that successfully diverts young people from offending and reoffending and provides effective support to families and victims of those working with the service”

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Foreword

On behalf of our partnership, I'm delighted to endorse our plan and continued ambition. Our recent inspection reinforced our strengths and pointed to our areas to improve which underpin the plan presented here. Our partnership is resilient and earnestly focused on always doing better for our young people.

Jill Colbert OBE
Chair

Targeted Youth Services /Sunderland Youth Offending Service (YOS) is a multi-agency service comprising of the four statutory agencies of Police, Probation, Health, the Local Authority and Together for Children (TfC) as TfC is commissioned by the local authority to deliver Children's Services on its behalf. The service works in partnership with other key agencies such as the area courts and specialist service providers including child mental health, substance misuse and accommodation. Our ethos is to always take a child centred approach in our work.

The role and responsibilities of local Youth Offending Teams/Services (YOT/YOS) was set down by the Crime and Disorder Act 1998. It also included the requirement for each local area to produce an annual Youth Justice Plan setting out how youth justice services will be delivered in the local area.

The principal aim of the service is **to prevent offending and re-offending by children and young people**. In doing so, the service works in partnership to deliver both statutory and non-statutory services to:

- Young people aged 10-17 who, because of actual offending have become involved in the criminal justice system.
- Children and young people identified as at risk of offending.
- Families of children and young people offending or at risk of offending; and
- Victims of young people who have offended

Child First

We have continued to have a focus on a child first approach as we have emerged from the pandemic and young people present with a range of behaviour exacerbated by the experience. Consequently, we have remained flexible and creative in how we worked with and support young people. For example, we have seen a significant increase in permanent school exclusions, school attendance has been lower, and we are noticing a potential trend to online offending.

We have continued to develop our practice to ensure it effectively achieves our strategic priorities and have implemented several thematic audits undertaken with partners to review our practice and identify areas for improvement. We have introduced a new process to request feedback from young people and their families at the end of orders. This utilises technology to allow families to use a QR code and submit short feedback from. This has improved the numbers of families that give us feedback (note this is in addition to formally including the young person's voice at the end of interventions on what they have achieved) To date this has increased the numbers of families

providing feedback and we read these as they are received and will summarise any themes that emerge to improve our services. We will also be going out to recruitment again this year to fill our peer mentor posts to further strengthen the voice of young people as we develop services.

Prevention and Diversion

Our practice in relation to work with young people on Out of Court Disposals was recognised as Outstanding by our recent Inspection report and this diversionary activity has helped maintain our performance in relation to First Time Entrants. We have continued to strengthen our prevention offer; for example, our links with Anti-Social Behaviour teams and Operation Gryphon is to be relaunched in July which will allow us to identify young people in need of intervention to address their behaviour in a timelier way.

We are also strengthening our practice in identifying young people with additional needs through implementation of the Do-It profiler in partnership with Northumbria police. This will also be used with young people excluded, or at risk of exclusion from school.

Turnaround had been embedded and we met our targets for the year end. We are currently targeting the programme at young people at risk of entering into the criminal justice system and therefore either becoming a First Time Entrant or needing to be diverted through an Out of Court disposal. Over time we would anticipate by utilising the programme as a prevention strategy it will further reduce numbers of young people committing offences.

Detention in police custody.

Sunderland provides Appropriate Adult services to custody 24 hours a day. Staff are supported by a manager who is also on call throughout the week for 24 hours. This can support an early response at Court for young people as we may well have supported young people detained in police custody for Court. We developed Operation Harbinger locally with police who now covers the whole of the Northumbria police area. The principles of this are that police call Together for Children to obtain any information that is pertinent to the time they spend in custody such as known vulnerabilities, diagnosed neurodiversity issues and suitability of any proposed bail addresses. Police share monthly information with the service in respect of data on numbers of young people who have been in police custody, average time they were detained if information was obtained from services and their destination. When we undertake any Do-It profiles with young people any concerns about possible undiagnosed issues, or just area of concern that the profile identifies is also shared with police so that any interviews that take place in custody can be adapted to the young person's needs.

Remands, Custody and Constructive Resettlement.

Sunderland has performed well over a number of years with a low rate of the use of remands and custodial sentences. This performance has significantly deteriorated in the past 18 months due to a tragic incident where a young person was murdered in Houghton, and we supervised 9 young people during a period of remand prior to trial and then sentence. The anticipated impact on our performance was reported to the Board should the young people be found guilty which indeed they subsequently were.

This placed significant demands on the service, but we were able to supervise and support all the young people who were remanded to local authority accommodation in partnership with our Social Care colleagues who were able to source placements in community settings that met the young people's needs. This was a significant challenge given bail conditions meant that they were unable to return home. Our experience was also that bail the use of electronically monitored bail within the placements were not responsive to young people's needs in that they often suggested a breach of the conditions even when there was clear evidence the young person had not left the placement. These issues created a great deal of stress for some individual a young people and the issues were escalated to the electronic monitoring service as well as reported to the Board.

We are currently working with these young people who are now serving life sentences and consequently the focus is not on Resettlement but rather a successful transition to the adult custodial placements.

In our Inspection we had no Resettlement cases to inspect However case managers and specialist staff were spoken to as part of a focus group and the Inspectorate recognised that case managers advocated on behalf of children and made timely referrals to specialist and mainstream services such as social care, substance misuse, and mental health liaison and diversion. We believe that the use of RAP (resettlement and prevention) workers, in particular means that we have a good offer at Court for any young people at risk of remand and offers intensive support packages that focus on the young people's needs as well as ensuring they can abide by any court-imposed conditions

Strategic Priorities 2021/24

Priority 1 - A preventative approach to reducing reoffending

Priority 2 - A renewed focus on tracking offending to include Out of Court.

Priority 3 - A Restorative Justice Approach and victim focus

Priority 4 - Tackling Disproportionality

We will be able to judge if we are successful if the numbers of young people coming into formal criminal justice systems do not have a disproportionate percentage of Cared for Children etc. In addition, we would expect to see a fall longer term in the numbers of young people receiving either Out of Court

Disposals or Court Orders and if young people are able to fully realise their potential in school and work.

ACHIEVEMENTS OF THE YOS IN 2022/23

We had an Inspection by His Majesty's Inspectorate of Probation (HMIP) in September 2022 and were judged Good overall. We were delighted that our work in Domain 3 Out of Court Disposals was judged Outstanding in all areas given this area of work forms the majority of our direct work with young people. The Inspectorate also judged us Outstanding in relation to

1.2 Staff within the YOT are empowered to deliver a high-quality, personalised, and responsive service for all children

The commentary was that staff were supported by managers, there was good training and development for staff, that staff felt able to make suggestions and challenges to managers to improve practice. Inspectors also recognised that this was in the context that managing 9 remands had placed significant demands on the service, but staff said:

“Managers led by example and supported them practically and emotionally throughout this demanding work”

We were judged Requires Improvement in Domain 2 but the marks for the small number of cases in the cohort that were inspected was close to a judgement of Good and we are confident that management oversight in this area will strengthen practice

Progress on previous plan

We have kept focus on our strategic priorities over the last 2 years. We have more robust pathways for partners to our Prevention team and we continue to build awareness of how the team can support young people to make positive changes in their behaviour. We have recently reviewed Operation Gryphon processes (which identified young people who have committed Anti-Social Behaviour) This will allow us to triage and identify young people at risk of further incidents. We have delivered sessions to schools and young people on Anti-Social behaviour to increase awareness as well as how this behaviour can be addressed. Our performance framework will allow us to monitor our success over time and inform how we better target young people at risk and respond to their needs.

Our Restorative Justice staff have worked with our Prevention team and are linked to the SAILL project so that restorative justice opportunities can be identified and acted upon whenever possible.

Multi agency thematic audits have reviewed young people who re-offend after receiving an Outcome 22 to provide reassurance we had a robust assessment and plan in place.

We have trained staff across the service in use of the Do-It profiler which can help us identify approaches school and families can take to understanding and managing young people's behaviour if they have any unidentified neuro diversity concerns and have plans to support partners to use this directly in their work with young people.

Performance against National Indicators

First time entrants (FTE)

Our rate of FTEs is 132 This compares to a regional rate of 155 and a national rate of 149.

Our work on FTE'S Plan over the last three years has shown a consistent impact upon this indicator which has been significantly improved with the introduction by Northumbria police of the use of Outcome 22 as an option within an out of court process. This is now well embedded and in the coming year we intend to look to develop a more child focused model which is integrated with Early Help and Social Care plans in order to avoid young people being stigmatised through unnecessary contact with criminal justice services. Our Inspection judged our work with Out of Court Disposals outstanding and as this also forms a significant percentage of the young people we work with we are confident diversionary activity at this stage through use of Outcome 22 will maintain our low rate of First Time Entrants.

Re-offending

Our binary rate of re-offending is 38.6% compared to a regional rate of 28.6% and a national rate of 32.6%.

Our frequency rate is 6.75 compared to a regional rate of 4.6 and a national rate of 3.86. This represents a decline in performance; however, it represents a smaller cohort of young people measured at a specific period in 2021 and our quarterly Board reports show a variation in each quarter for this performance indicator. It is not an indicator that gives us cause for concern and we continue to monitor of specific cohorts, e.g., prevention, Pre-Court interventions and Court Orders to delve further into our understanding of which outcome and interventions are the most successful at impacting reoffending

Custody

Our custody rate is 0.28 against a regional rate of 0.11 and a national rate of 0.11

Our performance has been strong in this area in previous years but has significantly decreased in the last year due to the arrest and conviction after

trial of 9 young people for murder. They were prosecuted under “joint enterprise “and so reflects one incident. The impact on our performance was anticipated and reported to the Board. Given the specific circumstances of this event we would anticipate a return to robust performance in future years.

1 - A preventative approach to reducing offending.

We have an established prevention team Wear Kids and have worked with partners to encourage referrals for young people at risk of entering the Criminal Justice System as First Time Entrants (FTE's) This is achieved through links with police, primarily neighbourhood teams and schools. In addition to working with individual young people we also deliver sessions in schools on request to explain to young people what Anti-Social behaviour is and potential consequences for the young people including the fact they may be putting themselves in situations where they are vulnerable.

As the service is a voluntary one staff must be very skilled and persistent in engaging young people and their families. The team use the same assessment framework as is used within Youth Offending for Out of Court interventions which can provide continuity should the young person go on to further incidents of ASB or offend. Where possible Wear Kids will retain case management responsibility rather than pas onto a different worker in the YOS for low level Out of Court Orders in recognition of the importance of continuity of existing positive relationships with workers. There is also a performance framework which the last year has seen a rapid increase in initiatives that enables us to identify young people even better and help signpost families into our services.

We began work with the SARA (Southwick Altogether Raising Aspirations) project in 2020 in and are now working with the HALO project which is modelled on the success of SARA and was established in 2021. In December 2022 we became part of multi-agency a focused deterrence pilot project within Sunderland Altogether Raising Aspirations ((SAIL) which targets young people at risk of serious violence.

This project runs for three years initiated with monies from the Violence Reduction Unit and we have one and a half posts funded within the YOS for the duration of the pilot in addition to posts in the council. The project looks to identify a small cohort of young people at risk of committing serious violence in Sunderland city Centre. It is a multi-agency approach which sits within the wider SAIL project, The staff sitting within the YOS work directly with the young people identified within the co-hort. These consist of a case manager who will

complete an assessment and plan for all the young people and then deliver appropriate interventions to support the young people, and their families, achieve long term change in behaviour. The other post works part time and the postholder will offer counselling to the young people as well as wider family support. Learning from the evaluation of this project will inform our approach to addressing serious youth violence.

Safer Transport

This project is funded through the Violence Reduction Unit. We initially received funding only short-term funding but in October 2022 received funding of £33,826 for a further 12 months of activity. The scheme operates by deploying staff on transport hubs across Sunderland and South Tyneside. The staff focus primarily on the metro and surrounding locations but are directed to “hot spots” each week through use of local intelligence. We have covered areas such as Houghton, Pennywell, Witherwack, (at the bus turning point) Park Lane and Sunderland City Centre etc.

Staff are deployed three nights a week Fri- Sun from 4 pm to 10 pm. And will proactively approach groups of young people that are either vulnerable, for example having been separated from friends, or who are displaying unacceptable behaviour. We will advise them and signpost to services as appropriate. Given the nature of the scheme the numbers of young people we speak to varies considerably on any given day but to give some idea between January and March 2023 we spoke to an estimated 1,357 young people. We have been recognised as being instrumental in helping reduce incidents of Anti-Social behaviour in Witherwack and our recording of incidents shows we routinely de-escalate situations with groups of young people who are behaving in potentially unacceptable ways on and around metros.

2 - Reducing Re-offending

- The YOS has much closer working relationships with the Early Help service which means the YOS can access a better offer for parenting. A Team Manager sits on our weekly Out of Court panel and will provide information as relevant on new referrals for young people and their families.
- We have amended our assessment document for Out of Court Orders to reflect wider family needs in response to Turnaround and have integrated this into our case management system Child view which will allow better performance reporting. This form has now been embedded

in Child view which will improve our performance reporting from the case management system

- We have maintained our low rate of breach panels through our ongoing successful engagement and embedded practice with children and young people who work with us from out of court disposals through to court orders.
- We have continued to strengthen links with the strategic MSET (missing and exploited) programme which ensures that young people at risk of exploitation are identified and responded to appropriately.
- Staff have been trained in trauma informed approaches

To support further improvement for reoffending, the following additional areas have been identified for further development as well as those noted above:

- Staff in Targeted Youth Services and Early Help have been trained in AIM3. This work need needs to be further embedded across TfC to ensure consistency in identifying and addressing harmful sexual behaviour at the earliest possible opportunity.
- Staff have been trained in Signs of Safety and we have continued to review our processes and paperwork to embed the principles of this approach across all our service.
- Following on from CAMHS training we have commissioned training to equip staff with skills to deliver low level interventions to address mental health and well-being.

3 - A restorative justice approach

Restorative Justice staff work across the service including our Prevention team and are linked to the focused deterrence pilot which will be evaluated to understand what practice effectively addresses serious youth violence. A multi-agency audit of the teams' work was undertaken and reported to the Board.

Tackling Disproportionality in the Youth Justice System

Learning from Inspections

The YOS Partnership is routinely presented with analysis papers and recommendations for action in relation to Inspection Reports and Good Practice Research following their publication as well as exports from audits and case studies presented by staff. The YOS Management Team proactively

reviews good practice and inspection outcomes internally with staff to consider local practice through Team meetings and practice workshops. The thematic report on Black and Minority Ethnic (BAME) boys in the criminal justice system was discussed at a Board meeting supported by an analysis of the BAME young people we had worked with. This showed that this was not a feature of the cohort of young people we had worked with in Sunderland. However, practice messages were shared with staff, and it is an issue we remain alert to. We have also looked at the experience of BAME victims and have addressed through the Board the experiences of our victims who have experienced racism from young offenders.

Historically offending by Cared for Children has been above regional and national averages but in recent years this has reduced significantly to a rate that was better than national performance. We continue to monitor this, and we have good relationships with Social Care including staff in the Childrens Homes and are also able to professionally challenge any decisions to charge Cared for young people that come through to us from police.

Our allocation process for the Prevention team recognises that young people with certain characteristics i.e., ethnicity, cared for status are over-represented in the Criminal Justice System. If we are not able for any reason i.e., capacity to allocate all referrals for Anti-Social Behaviour or prevention intervention then we will prioritise young people with these characteristics.

Our colleagues in education have reported a worrying trend in the numbers of young people with EHCP and exclusions. In this school year numbers of young people with EHCP have risen by 30%, suspensions have risen by 40% and permanent exclusions by 86%. We have staff within the service that can support young people experiencing these issues and are exploring how we can work more effectively with schools and education staff to look at how we can target young people at risk of exclusion.

2 STRUCTURE AND GOVERNANCE

The service remains within Together for Children in the Early Help Directorate. In the past year we have undertaken a review and have increased capacity through the appointment of additional staff in the Restorative Justice team, our prevention team Wear Kids and a Senior Practitioner. In addition, we have recently appointed a Peer Mentor who is a care experienced young person whose role will be to help us review our services from a young person's perspective and work with young people open to the service.

Since June 2017, the chair of the YOS Board has been the Chief Executive of Together for Children, thereby continuing to effectively support and drive the YOS Partnership in relation to effective services for children and young people. The YOS Management Board meets on a minimum of four occasions each year.

The annual Youth Justice Plan continues to be considered as an article 4 plan and as such is scrutinised and approved on an annual basis by the Scrutiny Committee and Cabinet. In addition, it is also considered and approved by the Together for Children Board of Directors.

The YOS Management Board receive regular financial, performance and safeguarding and practice reports, including updates on audit compliance and inspection themes that may inform or impact service delivery. The YOS continues to be proactive in terms of reviewing best and innovative practice.

Our Inspection judged that the YOS management board has demonstrated evidence of work to address diversity and disproportionality. Overall, this has been consistent and is explicitly highlighted as a strategic priority in the current YOS strategic plan. We know that our young people have a range of complex needs that will potentially make them vulnerable as well as place them at risk of offending i.e., EHCP/SEND, poor school attendance, trauma, school exclusion and NEET.

We have specialist staff including an education worker and a linked worker from Prevention and Innovation team that provides specialist career advice and guidance that spends a day a week in the team.

In addition, it commented "Strategic partnership arrangements are mature and collaborative. The YOS uses data to inform strategic decisions and to demonstrate the impact of its work on children. All board members are connected to other strategic boards across the wider partnership."

Board members will bring relevant reports from wider strategic partnerships and will also take recommendations from the YOS Board. Through our involvement in SAIL, SARA and HALO including representation on Strategic Boards, we are well sighted on initiatives to address crime hot spot areas.

A Board development day was undertaken in June to reflect on our current situation and if we needed to change or refine our priorities for the year informed by intelligence and information from partners. In addition, the Board in February had an input from the YJB about partner responsibilities.

4 RESOURCES AND VALUE FOR MONEY

2022/23 Budget

The YOS budget is made up of statutory partner agency funding and in-kind contributions, core government funding from the Youth Justice Board and other grants. The chart below summarises each of the funding sources for the financial year 2021/22.

Within this budget, Sunderland will deliver the core statutory youth justice service as set out by the Crime and Disorder Act 1998 and other subsequent legislation.

Agency	Staffing Costs	Payments in kind	Other delegated funds	Total
Police		2 staff		
Police and Crime Commissioner WSiPP			£25000	£2500
Probation		£11,901		£11,901
Health		2 staff one from September		
Local Authority			£627,875	£627,875
Wales Assembly Government				
YJB			£743,992	£743,992
Violence Reduction Unit- Safer Streets and SAIL			£60,552	£60,552
Total				£1,446,820

Delivery of Youth Justice

For 2023/24 the YOS will continue to review and report to the Board our performance in relation to the three key outcomes of preventing offending, reducing reoffending and use of custody.

The three performance targets therefore are:

KEY OUTCOME	OUTCOME TARGET
Entering the Youth Justice System (First Time Entrants)	To maintain the level of First-Time entrants to the Youth Justice System
Reducing Reoffending	To look at introducing a framework to report offending across the YOS and our Prevention Team to better understand the effectiveness of our interventions at diverting and preventing young people from offending.

Maintaining low levels of custodial sentencing	We had a spike in remands in 2021 due to a murder where 10 young people were arrested. As these young people have now been convicted our performance will be significantly worse
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The YOS is confident, based upon its historical performance, that the first two of targets can be achieved. The target on low use of custody has been significantly adversely affected for this year due to a single event. In October 2021 when a young person was murdered in Houghton. The majority of the young people arrested were remanded to the care of the local authority and we were able to successfully support these young people alongside our Social Car colleagues. The impact of this event on our performance after years of maintaining a low use of custody has already been reported to the YOS Board.

In addition to these three key targets the Board receives reports of performance against NEET, offending by Cared for Children and we will be introducing a wider framework to understand how other characteristics such as SEND are overrepresented in our cohort of young people. This will be backed up by multi-agency audits with other agencies such as health and education to better understand and improve our practice.

Service Development Priorities for 2021-24

Sunderland has made considerable progress in diverting young people from formal outcomes and our performance in reducing First Time Entrants significantly improved in 2020/21 Our focus in the next three years is to improve further a prevention offer that target young people at risk of coming to the attention of criminal justice agencies. We will do this by reviewing our prevention offer with partners supported by consultancy from the justice innovation centre and identify more effective approaches to young people at risk of offending. We are also in the process of strengthening our reporting framework to measure the effectiveness of our prevention offer.

To ensure that the service effectively responds to local and national priorities in relation to youth justice and wider key strategic agendas, the service will have a focus in the next three years on the following areas:

- 1 A continued focus on diverting young people from the criminal justice system through an out of Court process**
- 2 A review of how we track offending by young people to reflect the shift to Out of Court panels and use of Outcome 22**
- 3 A Restorative Justice Approach**
- 4 Tackling disproportionality**

The detail of the work programme which underpins how these are driven forward is set out within a separate Delivery Plan for each year which underpins our overarching Strategy.

PRIORITY 1 - Reducing First Time Entrants

1.1	Continue to review Out of Court processes in line with regional developments
1.2	Embed Turnaround and prioritise young people displaying ASB for this programme.
1.3	Undertake an exercise with partners to identify effective practice and referral pathways. This will inform a development plan for the next three years
1.4	Continue to review successes at engaging young people and working towards positive outcomes within Wear Kids
1.5	Work with partners in SAIL (focused deterrence) to engage young people at risk of serious violence

PRIORITY 2 - Reducing Re -offending

2.1	Establish with performance a framework to track all young people who receive an intervention either as an Out of Court intervention or a Court Order
2.2	Develop role of CAMHS post within the service based on analysis of need
2.3	Continue to embed Signs of Safety /Signs of success model across the service
2.4	Strengthen our offer of support to young people with poor school attendance, are excluded or are NEET and utilise Do-It Profiler to establish any unmet neurodiversity concerns.
2.5	Identify and appoint a Probation Officer to vacant post

PRIORITY 3 - Restorative justice

4.1	Support the development of restorative approaches within SAIL project
4.2	Ensure restorative justice interventions are included in our prevention services
4.3	Continue to strengthen the range of community-based projects as we emerge from Covid

PRIORITY 4 - Tackling Disproportionality

4.1	Establish a tracking and reporting framework to identify overrepresented groups in Sunderland
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4.2	Develop a plan with partners to effectively address any identified disproportionality
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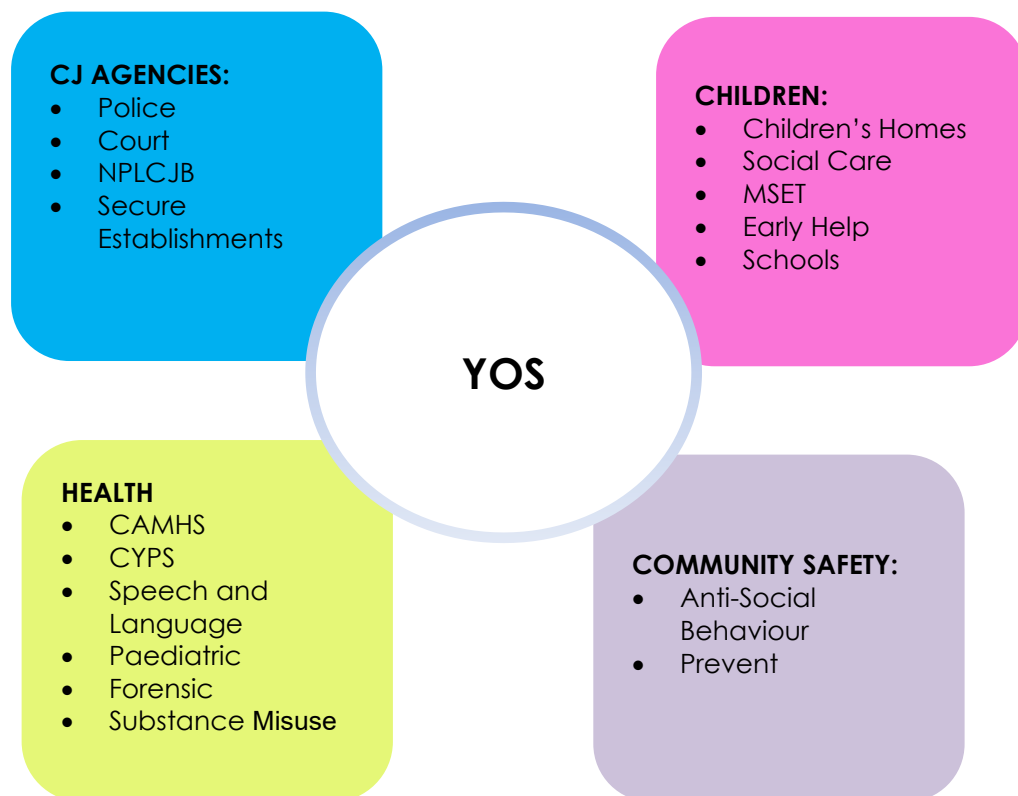
Workforce development and Specialist Resources

Moving into 2023/24 the YOS maintains its core staffing resources in relation to the full-time staff, and most multi-agency secondees, (volunteers and sessional staff) and is therefore compliant with the minimum staffing requirements set out in the Crime and Disorder Act 1998. We are working with Probation to identify how we can recruit to a probation officer with the right skills to work with young people into the service. In addition to our health worker, we have recently appointed a CAMHS practitioner who will be in post in September, As the post has been vacant for a significant period of time, we will look to develop how this post best meets the needs of our young people including how they might best support workers who are working directly with the young people if this is a more appropriate way to deliver mental health interventions. Having delivered CAMHS training to staff last year all staff will receive further commissioned training in building resilience to young people.

We have also trained a number of staff in a new parenting approach and Early Help and the University of Sunderland are writing bespoke delivery programmes to match the identified needs of our parents. This is a long-term plan to train our workforce to be flexible and responsive emerging issues that parents tell us they require support with.

Included within the appendices to this plan is a structure chart for the YOS alongside a table which breaks down staffing by agency, gender, and ethnicity. All core YOS staff are trained in elements of Restorative Justice relevant to their post. All Referral Order Panel volunteer members have been trained in RJ relevant to their roles. The YOS continues to also provide robust supervision, training and management of its sessional workers who support in the delivery of RJ work, Advocacy and Appropriate Adult responsibilities.

The YOS Restorative Justice Team has two accredited practitioners and the other is undertaking accreditation.



The multi-agency Sunderland YOS Management Board remains as an identified 'significant partnership' for Sunderland, and it also provides the strategic links with other significant partnerships, and their associated strategic plans across children's services, criminal justice, and community safety."

Targeted Youth Services remains committed to working in partnership with others around the key issues affecting young people today including significant and emerging problems around sexual exploitation, domestic abuse, substance misuse and the prevent agenda.

Partnership working continues to be strong in the city and is supporting the service developments being achieved by the service. Specific examples include:

Substance Misuse

The co-location of substance misuse services in the YOS is providing opportunities to embed joint working and improve quality and delivery of brief interventions.

Police

Improved relationship with police at a Team Manager level is supporting regular practice review and a reinvigorated IOM process which is producing

creative solutions to interventions and support. The YOS also works with police through attendance at Safer Schools partnership meetings and Local Multi Agency Problem Solving meetings (LMAPS)

ASB

The partnership with both the ASB Team and sharing of Operation Gryphon lists from the police is enabling Wear Kids to identify families who need a prevention offer. The Gryphon processes are to be streamlined in July 2023 which will enable us quicker access to information and therefore allocate resources to support families. We will also target the Turnaround programme to ASB cases as our main priority to support our prevention work.

Missing, sexually exploited and trafficked (MSET)

The YOS is integrated into this process; a senior practitioner with support from one of the seconded Police Officers who is CEOP trained attend monthly operational meetings.

Children's Services

The LAC/cared for children protocol remains in place and is being successfully delivered. We maintain good relationships with Childrens Homes through having a nominated Restorative Justice worker and ensure that the 10-point checklist is used to inform any decisions on charging cared for young people within the criminal justice system

Prevent

The YOS supports and is a member of the City Council's Prevent protocol and practice which includes channel processes. Staff have been trained in relation to the Prevent agenda.

Probation

Sunderland YOS has implemented national protocol but has lost our seconded PO. We will therefore work to ensure transition work is robust whilst we look to appoint another PO. In the interim we have funding from Probation to backfill the vacant post

MAPPA

The YOS continues to utilise MAPPA arrangements to in relation to those young people who pose significant risks within the community.

6 RISKS

Emerging issues that will potentially impact upon our performance include

- Increase in school exclusions
- Increase in serious violence
- Short term funding for projects

The Board is sighted on these risks and our plan has incorporated actions to address these such as working with schools and Education colleagues in TfC to support young people at risk of exclusion.

7 YOS BOARD PARTNERSHIP APPROVAL

SUNDERLAND YOS BOARD MEMBERSHIP

CHAIR	Jill Colbert, Chief Executive, Together for Children
Statutory Partners	Kimm Lawson, Sunderland CCG
	Northumbria Police, Angela Hewitt
	National Probation Service Gary Connor
Local Authority Partners	Karen Davison, Director of Early Help
	Linda Mason, Targeted Youth Services Manager
	Councillor Iain Scott
Education	Simon Marshall, Director of Education, Together for Children
Violence Reduction Unit	Claire Sills
YJB	Akram Hussain

ABA	Acceptable Behaviour Agreement
CBO	Criminal Behaviour Order
ETE	Education, Training and Employment
FTE	First Time Entrants
HO	Home Office
IOM	Integrated Offender Management
IRS	Intensive Resettlement and Support
ISS	Intensive Supervision and Surveillance
LAC	Looked After Children
LASPO	Legal Aid, Sentencing and Punishment of Offenders (Act)
LCJB	Local Criminal Justice Board
L&D	Liaison and Diversion
MoJ	Ministry of Justice
RJ	Restorative Justice
YJB	Youth Justice Board
YRO	Youth Rehabilitation Order
YOS	Youth Offending Service
YOT	Youth Offending Team

Sunderland Youth Offending Service's based close to the city centre at the Stanfield Centre

Staff and service user base:

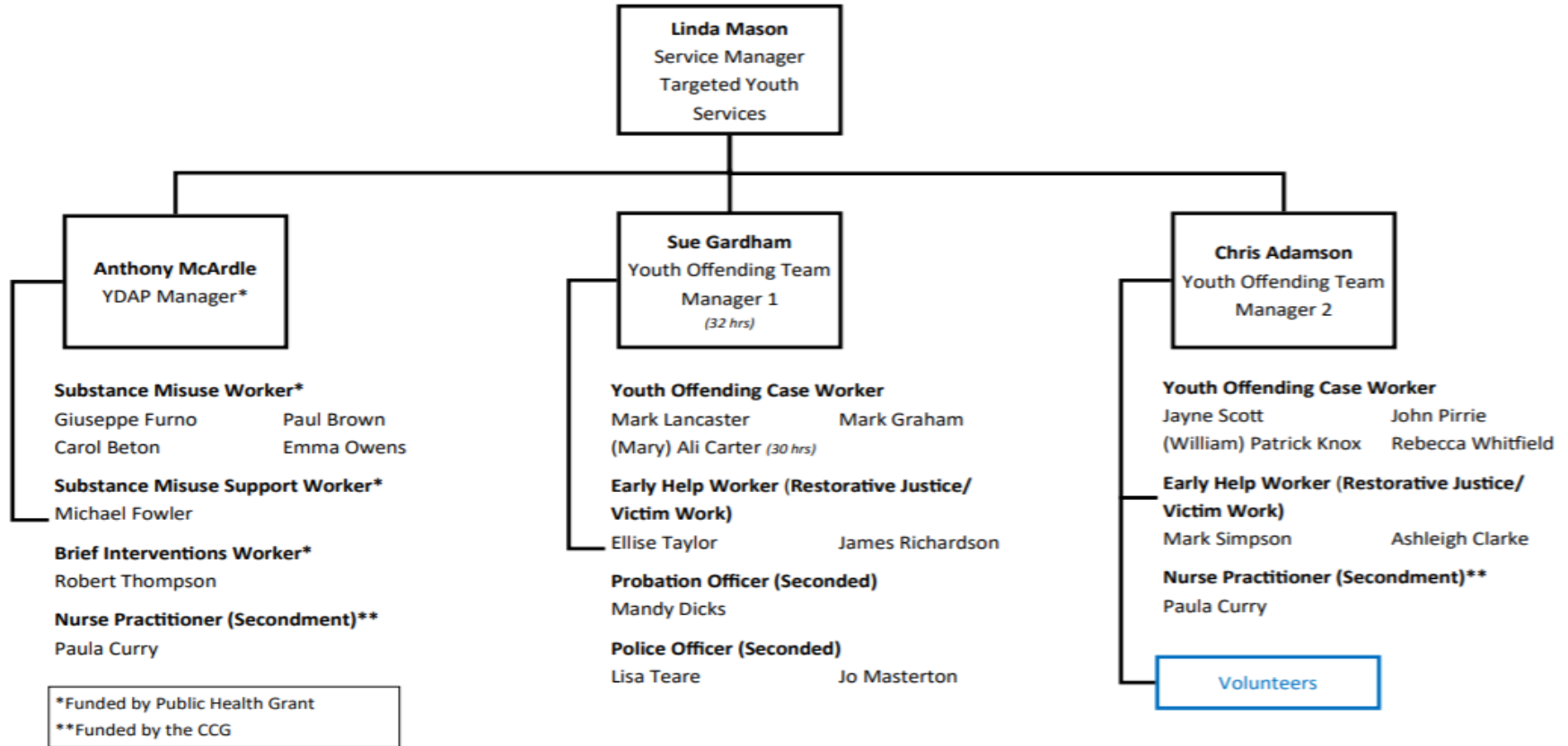
Stanfield Business Centre,
Addison Street,
Sunderland,
SR2 8SZ
Telephone 01915614000

Email: yos@sunderland.togetherforchildren.org.uk

If you would like this document in any other format, please do not hesitate to contact the staff at the base above.

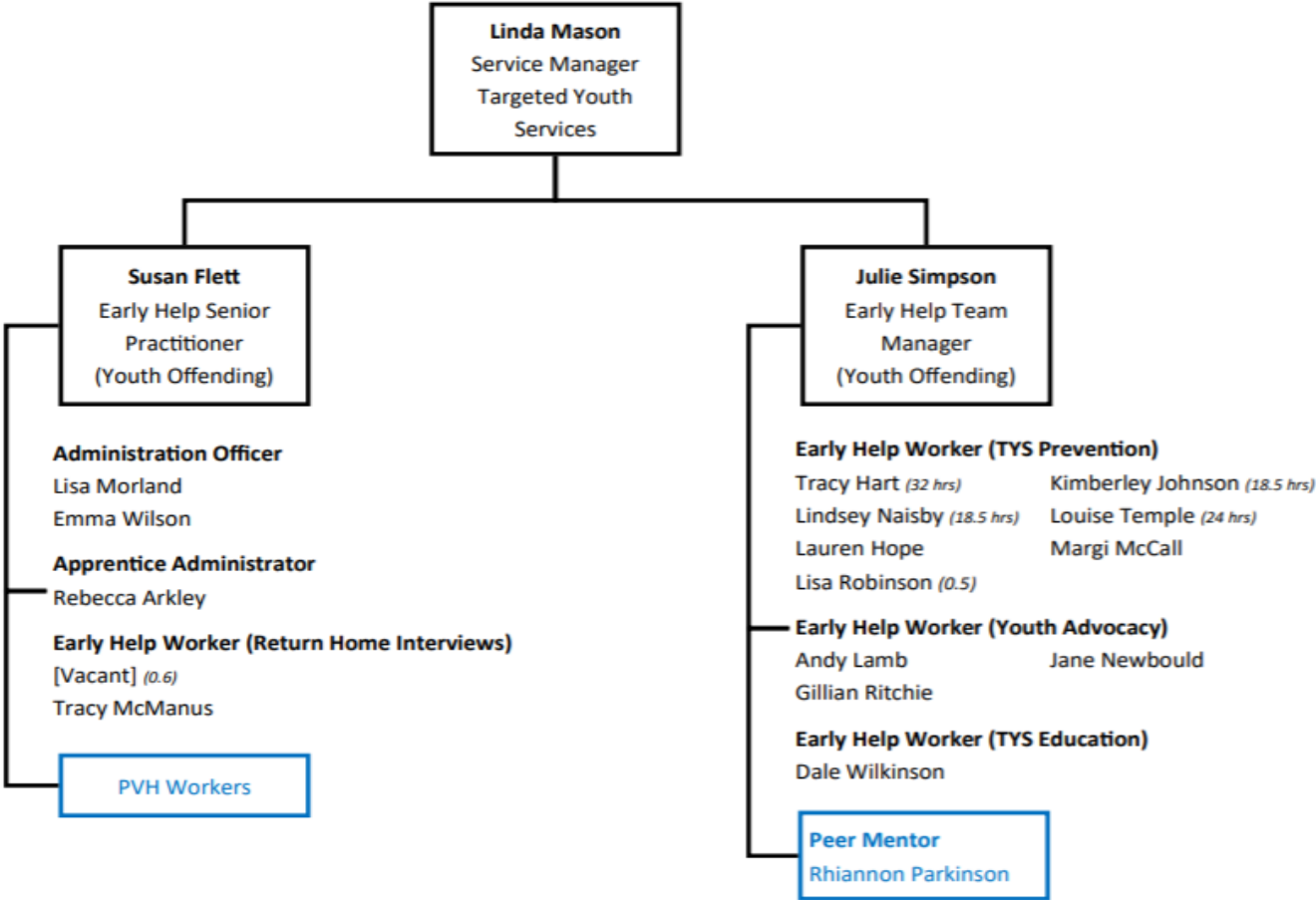
Targeted Youth Services

Structure



Targeted Youth Services

Structure



Staffing of the YOT by contract type

Type of Contract	Strategic Manager (PT)	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (FT)	Sessional	Students/ trainees	Volunteer	Total
Permanent		1	0.8	3	4	16		3	25		12	
Fixed term											0	
Outsourced											0	
Temporary											0	
Vacant											0	
Seconded Children's Services											0	
Seconded Police				1.8							0	
Seconded Probation						1					0	
Seconded Health (Physical health)											0	
Other/Unspecified Seconded Health											0	
Seconded Education						1					0	
Seconded Health (CAMHS) From September						1					0	
Disabled (self-classified)												
Total												52.8

Staffing of the YOT by gender and ethnicity

APPENDIX B

Ethnicity	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Student		Volunteer		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White British		1	1	3	7	13		3	7	18			5	7	20	47
White Irish															0	0
Other White															0	0
White & Black Caribbean															0	0
White & Black African										1					0	0
White & Asian															0	0
Other Mixed															0	0
Indian															0	0
Pakistani															0	0
Bangladeshi															0	0
Other Asian															0	0
Caribbean															0	0
African															0	0
Other Black															0	0
Chinese															0	0
Any other ethnic group										1					0	0
Not known															0	0
Total	0	1	1	3	7	13	0	3	7	20	0	0	5	7	20	47