



## Outstanding Actions from the Derby YOS Covid-19 Recovery Plan 2020-21

**SECTION 1** = incomplete activities from the Derby YOS Covid-19 Resumption Plan 2020-21

**SECTION 2** = activities from the *Combined* Derby YOS Youth Justice and Covid-19 Resumption Plan 2020-21 that we decided collectively at the April YJ Planning Meeting to carry forward to the Derby YOS YJ Plan 2021-22

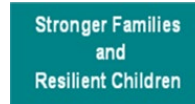
***NB – there are some activities in section 1 that we decided NOT to carry over into the 2021-22 YJ Plan because they sit outside the realm of YOS influence (e.g. the SYV strategy). I have included them in Section 1 anyway so you have everything in front of you.***

## SECTION 1

The following are excerpts from the Combined 20-21 plan that relate solely to the Covid-19 Recovery aspects and remain incomplete as of 21.5.21. Strikethroughs indicate that part of the action are completed. I have also added comments for context where applicable:

Activity	Where Does it fit with existing work	Actions
Serious Youth Violence Strategy.	Re-invigorate work that was started via strategy group.	Ensure strategy developed. Ensure data map completed. Attend strategy group meetings. <del>Replaced by Place Based Risk</del>
Mock/Peer Inspection.	In on-going discussions with county YOT.	Review when a good time would be to deliver this post CBV 19. Make arrangements for a mock case file inspection and desk top review of leadership elements of HMIP. <del>Keep – added to plan</del>
SLT Bid.	Via FIM work with CCG.	Ensure bid for SLT can still go ahead in light of CV 19 and if so ensure follow up to gain resources needed to address SLT needs in service. <del>Keep – added to plan</del>
AIM assessment and intervention delivery.	Via on-going JTAI action plan work.	Ensure Social Care and YOS staff are trained to deliver low level AIM interventions. <del>Keep – added to training plan</del>
Bring HSB resource in house.	On-going discussions between DPT and YOS.	Follow up with HSB Practitioner if they are willing to come in house from prior provider (The KEEP). <del>NA – resource gone to AFC</del>
Embed links with IRT.	Via on-going discussions between YOS and IRT.	Re-establish links made between YOS and IRT. Ensure virtual duty model in place. <del>Now BAU but work ongoing</del> <del>Provide ChildView training to IRT and any other CSC professionals identified by Hannah Rafferty</del> <del>IN place</del>

<p>ChildView training for Children's Social Care (read-only) users of ChildView CMS RELATES TO THE ABOVE</p>	<p>Andy was in process of arranging delivery of training at Ked Rd targeted at social care workers identified by Hannah Rafferty.</p>	<p>Given that the prospective users have no CV experience it is unlikely that a remote training format would be workable. Andy to refresh with Hannah Rafferty when BAU resumes with the aim to deliver training to all social care employees identified by Hannah within one month of BAU resuming. <a href="#">See above</a></p>
<p>NRM.</p>	<p>Discussions with YJB and other YOT's.</p>	<p>Ensure we have a clear set of guidance on use of NRM for young people known to the YOS that is risk based and in line with regional practice.  <a href="#">Already integrated into the plan</a></p>
<p>RASSO Protocol.</p>	<p>Nascent task and Finish Group.</p>	<p>Re-establish T and F via Brian Bilby.  <a href="#">Keep – added to plan</a></p>
<p>Service-User Participation and Feedback</p>	<p>'Mystery Shopper' SU feedback from parents/carers of YOS service-users</p>	<p>This activity was not fully and reliably established prior to Covid-19 contingency planning superseding YOS BAU and completion of this activity by TMs in suspended until further notice  <a href="#">Re-worked and added to plan</a></p>
<p>Community Safety Partnership (AKA Community Safety and Integration Service)</p>	<p>Andy <del>had planned</del> face-to-face meeting with Craig Keen to discuss sensitive issues around YOS Consultation prior to CBO Applications being made in Court</p>	<p>Andy to attempt to complete this work remotely but is concerned that Craig is unlikely to buy in as his service are not currently disadvantaged by the system in place. It is anticipated that significant negotiation will be involved before a mutually agreeable process is reached which may not lend itself to remote communication.  <a href="#">Keep – added to plan</a></p>
<p>SW Student Placements</p>	<p>Significant pressure on YOS to take in students on SW Degrees/Masters</p>	<p>Suspended during covid-19 contingencies.  TMs have been asked to identify a way that YOS can have a student placed with us and to feedback in May 2020 can still go ahead so we have a good idea of where to pick up when BAU resumes.</p>



		This is likely to become part of BAU
ISS	Needed to improve community disposal offer to avoid custody	SWAT Analysis meeting Complete

## SECTION 2

### ALL INCOMPLETE ACTIONS FROM THE COMBINED DERBY YOS YJ & COVID-19 RESUMPTION PLAN INCLUDING PROGRESS UPDATES WHERE APPLICABLE

**NB: In each case the row with a 'Progress' tag, this indicates progress against the Actions in the preceding row**

Key Performance Indicator	Action Taken/Planned	Responsible / Policy Lead	Sub-Actions	Target Date
<p><b>Inspection Readiness.</b></p> <p>Quality of practice continues to meet inspection standards</p>	<p>1i) Deliver mock inspection around domains 2 and 3 (post court and out of court disposals) in conjunction with Derbyshire county YOS.</p>	<p>A. Ling (PSM)</p>	<p>'Deliver mock inspection around domains 2 and 3 (post court and out of court disposals) in conjunction with Derbyshire county YOS. COVID-19 amended: Make arrangements for a mock case file inspection and desk top review of leadership elements of HMIP.</p> <p>Keep – added to plan</p>	<p>Q4 2020-21</p>
<p>Progress - 21.5.20</p>	<p>To Transfer to 2020-21 plan for Mock Inspection involving County YOT target beginning 2021. HMIP Style Case Audits and YJB Mandated NS Self Assessment will cover many of the same areas in the meantime</p>			<p>RETAIN FOR 2021-22</p>
<p><b>Inspection Readiness.</b></p> <p>Quality of practice continues to meet inspection standards</p>	<p>1iv) Ensure YOS Duty system supports First Contact Team (now Initial Response Team) in assessing/ supporting/signposting YP with HSB onto appropriate referral pathway.</p>	<p>G Hassall (SM) K. Chilton (SM)</p>	<p>Ensure YOS Duty system supports First Contact Team (now Initial Response Team) in assessing/ supporting/signposting YP with HSB onto appropriate referral pathway.</p> <p>Done - BAU</p>	

<p>Progress - 21.4.21</p>	<p>6 monthly KIT meeting between GH and IRT still beneficial          KC has devised protocols for allocation and completion of AIM3 assessment within teams that the need arose in          KC has created document (J Drive &gt; HSB Folder) that provides guidance, details need for staff training and support networks available</p>			<p>PUT IN TRAINING PLAN FOR 2021-22 (HSB INTERVENTION TRAINING YOS STAFF)</p>
<p><b>Inspection Readiness.</b>  Quality of practice continues to meet inspection standards</p>	<p>1v) Develop operational and strategic QAP meetings. Ensure Performance reporting is developed to include a re-offending framework for key groups, that is tracked quarterly and presented at Strategic Managers meetings:</p>	<p>A. Kaiser (HoS) A.Ling (PSM) B. Hunt (Data Analyst)</p>	<p>a) BAME b) SEND c) Females d) LAC  LAC, BAME and Females are all part of SIA data, SEND data will be captured via annual report on SEND to YJPB – other measures on SEND such as attainment and attendance are part of plans for 21-22</p>	
<p>Progress - 21.4.21</p>	<p>A) to be carried forward. D) is now BAU and reports have been provided</p>			<p>RETAIN FOR 2021-22</p>
<p><b>Reduce number of first time entrants to the Youth Justice system</b>  Fewer children and young people become first time entrants</p>	<p>3i) Develop a local protocol on reducing FTE via more joined up work with the Police and CPS specifically. Paper to be written for September Youth Justice Partnership Board. Protocol to INC use of low level interventions where guilt not admitted but YP willing to work with YOS to reduce issues re disproportionality in BAME groups including investigating the offer of Pre-Court intervention through the 'Outcome 22' framework which enables the Police to defer</p>	<p>G. Hassall (SM)  A. Kaiser (HoS)</p>	<p>Develop a local protocol on reducing FTE via more joined up work with the Police and CPS specifically. Paper to be written for September Youth Justice Partnership Board. Protocol to INC use of low level interventions where guilt not admitted but YP willing to work with YOS to reduce issues re disproportionality in BAME</p>	

	prosecution until the accused has been given the opportunity to engage with a intervention activity.		groups including investigating the offer of Pre-Court intervention through the 'Outcome 22' framework which enables the Police to defer prosecution until the accused has been given the opportunity to engage with a intervention activity.  Keep – added to plan	
Progress - 21.4.21	AL GH and SB to meet on 28.4.21 to get something recorded			RETAIN FOR 2021-22
<b>Address Disproportionality</b>  Ensure services and systems prevent disparity of treatment and outcome for BAME groups.	5i) Survey with young people from BAME groups on issues that have led them into the youth justice system to assess what can be learnt and adapted locally.	New Communities & BAME Champion (T. Simmons)	Survey with young people from BAME groups on issues that have led them into the youth justice system to assess what can be learnt and adapted locally.  Keep – added to plan	
Progress - 21.4.21	It feels like this has drifted - Qs have been devised by TS and shared by email and via Team Meetings but without much impact / response. - new plan - relaunch at July Team Meeting - AL to deliver - YOS team given till end of July to complete. AL to remind of the Session Plans (identity etc) that TS has devised.			RETAIN FOR 2021-22
<b>Address Disproportionality</b>  Ensure services and systems prevent disparity of	5vi) Develop in conjunction with the Remedi Restorative Justice service, a safe space for YOS service-users to consider issues of race and racism, through one or more of the following potential methods; Remote	A. Ling (PSM)  Remedi	Develop in conjunction with the Remedi Restorative Justice service, a safe space for YOS service-users to consider issues of race and racism, through one or more of the following potential	

<p>treatment and outcome for BAME groups.</p>	<p>Reparation; Group Work; Restorative Action Project</p>		<p>methods; Remote Reparation; Group Work; Restorative Action Project</p> <p>We will supersede this with broader work on Disproportionality via CJB work</p>	
<p>Progress - 21.4.21</p>	<p>AL to form a focus group after July Disproportionality Qs have been returned to see what our service users say about their respective experiences and then revisit in 1 year's time. AL to discuss how Prevent deliver social media presence?</p>			<p>RETAIN TO 2021-22</p>
<p><b>Address Disproportionality</b></p> <p>Ensure services and systems prevent disparity of treatment and outcome for BAME groups.</p>	<p>5vii) YOS to work with partners in Police and CPS to investigate the potential of Pre-Court Disposals under 'Outcome 22' which does not require an admission of guilt and may therefore offset the fact that BAME youths are statistically less likely to admit guilt and therefore cannot otherwise be dealt with via Out of Court Disposals.</p>	<p>A. Ling (PSM)</p> <p>Remedi</p>	<p>YOS to work with partners in Police and CPS to investigate the potential of Pre-Court Disposals under 'Outcome 22' which does not require an admission of guilt and may therefore offset the fact that BAME youths are statistically less likely to admit guilt and therefore cannot otherwise be dealt with via Out of Court Disposals.</p> <p>Keep – added to plan</p>	
<p>Progress - 19.11.20</p>	<p>OUTCOME 22 OVERVIEW (From Dec SMT Meeting)</p> <ul style="list-style-type: none"> <li>- AK has now met Rich Lambert – According to RL = No admission of guilt required, offered where it is unlikely that the Police would be able to identify a crime or would otherwise be unlikely to pursue - just a willingness to work with services (e.g. YOS)</li> <li>- Best Solicitor to get onboard = Nick Wright nick.wright@vhsfletchers.cjism.net (Sarah Bower)</li> <li>- Grant contacts Marianne directly re Outcome 22 related cases at OOCDC</li> <li>- Sarah works with Court to send cases back to OOCDC with Outcome 22 as a consideration.</li> <li>- When an Outcome 22 is applied, it is recorded on PNC</li> </ul>			<p>RETAIN FOR 2021-22</p>



	<p>Idea re implementation of Outcome 22 - OOCDC as a triage = YOS Police Officers already feedback to the OIC and could just be asked to investigate whether the child would work with services and thereby be appropriate for Outcome 22.</p>			
<p><b>Address Disproportionality</b> Ensure services and systems prevent disparity of treatment and outcome for BAME groups.</p>	<p>5viii) Promote the 'Diversity' intervention developed by a YOS Team Member. The intervention is designed to be used one-to-one to highlight and challenge issues of prejudice, especially when on basis of 'protected characteristics'</p>	<p>M. Ling (CM – designer) K. Chilton (SM) J. Sanghera (CM) T. Simmons (CM)</p>	<p>Promote the 'Diversity' intervention developed by a YOS Team Member. The intervention is designed to be used one-to-one to highlight and challenge issues of prejudice, especially when on basis of 'protected characteristics'</p> <p>Done – in place</p>	
<p>Progress - 21.4.21</p>	<p>Programme is complete and ready for use - launched at Team Meeting - part of the Intervention Directory BUT ARE CMs USING THEM? ARE THEY INTERVENING OR MAINTAINING?</p>			<p>Y BUT TRAINING NEEDED AS PART OF THE 2021-22 PLAN TO DEVELOP STAFF CONFIDENCE IN DELIVERING WORK IN THIS AREA</p>
<p><b>Assess and manage risks associated with harm to others and safety/well-being</b> Reduce risk</p>	<p>6xi) Re-establish RASSO Protocol Task &amp; Finish group</p>	<p>A. Kaiser (HoS) S. Bower (SM) Brian Bilby</p>	<p>Re-establish RASSO Protocol Task &amp; Finish group</p> <p>Keep – added to plan</p>	



associated with Serious Youth Violence and County Lines.				
Progress - 19.11.20	SB - there is no a Youth Specific Prosecution team within the CPS. 2 senior prosecutors and 2 normal prosecutors. This will mean that when we address the logistics re RASSO we will have designated contacts in the CPS that are the experts within that service on youth justice.			RETAIN FOR 2021-22
<b>YOS Covid-19 Recovery related</b>  Post-Covid-19 Recovery & Continuity	7v) Re-establish the 'Mystery Shopper' Service-User Participation Feedback activity.	A. Ling (PSM) G. Hassall (SM) K. Chilton (SM) S. Bower (SM)	Re-establish the 'Mystery Shopper' Service-User Participation Feedback activity.  <a href="#">See prior comments</a>	Q3 2020-21
Progress - 21.4.21	This is to be delivered differently - same format but target parents/carers in families that have had a child audited through the HMIP Style Case Audit framework			RETAIN FOR 2021-22