



Inspection of  
Youth  
Offending

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Arolygiad ar y Cyd Cyfiawnder Troseddol

# Core Case Inspection of youth offending work in England and Wales

Report on youth offending  
work in:

**Worcestershire &  
Herefordshire**

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## Foreword

This Core Case Inspection of youth offending work in Worcestershire and Herefordshire took place as part of the Inspection of Youth Offending programme. We have examined a representative sample of youth offending cases from the area, and have judged how often the Public Protection and the Safeguarding aspects of the work were done to a sufficiently high level of quality.

We judged that the Safeguarding aspects of the work were done well enough 74% of the time. With the Public Protection aspects, work to keep to a minimum each individual's *Risk of Harm to others* was done well enough 63% of the time, and the work to make each individual less likely to reoffend was done well enough 68% of the time. A more detailed analysis of our findings is provided in the main body of this report, and summarised in a table in Appendix 1. These figures can be viewed in the context of our findings from Wales and the regions of England inspected so far – see the Table below.

We found that the YOS had successfully implemented improvement plans in relation to completion of core assessments and case recording. The staff and Management Team are committed to continuous improvement and recognise that they need to address areas of work included in the recommendations, particularly, improvements in the quality of intervention plans and the frequency of reviews.

Overall, we consider this a very encouraging set of findings and that the prospects for the future are positive.

*Andrew Bridges*  
*HM Chief Inspector of Probation*

*April 2011*

	Scores from Wales and the English regions that have been inspected to date			Scores for Worcestershire and Herefordshire
	Lowest	Highest	Average	
<b>'Safeguarding' work</b> <i>(action to protect the young person)</i>	37%	91%	67%	<b>74%</b>
<b>'Risk of Harm to others' work</b> <i>(action to protect the public)</i>	36%	85%	62%	<b>63%</b>
<b>'Likelihood of Reoffending' work</b> <i>(individual less likely to reoffend)</i>	43%	87%	70%	<b>68%</b>

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## Scoring – and Summary Table

This report provides percentage scores for each of the 'practice criteria' essentially indicating how often each aspect of work met the level of quality we were looking for. In these inspections we focus principally on the Public Protection and Safeguarding aspects of the work in each case sample. Accordingly, we are able to provide a score that represents how often the *Public Protection* and *Safeguarding* aspects of the cases we assessed met the level of quality we were looking for, which we summarise here. We also provide a headline 'Comment' by each score, to indicate whether we consider that this aspect of work now requires either **MINIMUM, MODERATE, SUBSTANTIAL** or **DRASTIC** improvement in the immediate future.

<b><i>Safeguarding score:</i></b>	
This score indicates the percentage of <i>Safeguarding</i> work that we judged to have met a sufficiently high level of quality. This score is significant in helping us to decide whether an early further inspection is needed.	
<b>Score:</b> <b>74%</b>	<b>Comment:</b> <b>MODERATE improvement required</b>

<b><i>Public Protection – Risk of Harm score:</i></b>	
This score indicates the percentage of Risk of Harm work that we judged to have met a sufficiently high level of quality. This score is significant in helping us to decide whether an early further inspection is needed.	
<b>Score:</b> <b>63%</b>	<b>Comment:</b> <b>MODERATE improvement required</b>

<b><i>Public Protection - Likelihood of Reoffending score:</i></b>	
This score indicates the percentage of Likelihood of Reoffending work that we judged to have met a sufficiently high level of quality.	
<b>Score:</b> <b>68%</b>	<b>Comment:</b> <b>MODERATE improvement required</b>

We advise readers of reports not to attempt close comparisons of scores between individual areas. Such comparisons are not necessarily valid as the sizes of samples vary slightly, as does the profile of cases included in each area's sample. We believe the scoring is best seen as a headline summary of what we have found in an individual area, and providing a focus for future improvement work within that area. Overall our inspection findings provide the 'best available' means of measuring, for example, how often each individual's *Risk of Harm to others* is being kept to a minimum. It is never possible to eliminate completely Risk of Harm to the public, and a catastrophic event can happen anywhere at any time – nevertheless a 'high' *RoH* score in one inspected location indicates that it is less likely to happen there than in a location where there has been a 'low' *RoH* inspection score. In particular, a high *RoH* score indicates that usually practitioners are 'doing all they reasonably can' to minimise such risks to the public, in our judgement, even though there can never be a guarantee of success in every single case.

## **Recommendations** (primary responsibility is indicated in brackets)

Changes are necessary to ensure that, in a higher proportion of cases:

- (1) a timely and good quality assessment and plan, using Asset, is completed when the case starts which includes the views of the child or young person (YOS Head of Service)
- (2) specifically, a timely and good quality assessment of the individual's *Risk of Harm to others* is completed at the start, as appropriate to the specific case (YOS Head of Service)
- (3) as a consequence of the assessment, the record of the intervention plan is specific about what will now be done in order to safeguard the child or young person from harm, to make them less likely to reoffend, and to minimise any identified *Risk of Harm to others* (YOS Head of Service)
- (4) the plan of work with the case is regularly reviewed and correctly recorded in Asset with a frequency consistent with national standards for youth offending services (YOS Head of Service)
- (5) there is evidence in the file of regular quality assurance by management, especially of screening decisions, as appropriate to the specific case (YOS Head of Service).

Furthermore:

- (6) information is obtained about victims, appropriately recorded and a high priority is given to victim safety by case managers (YOS Head of Service).

## **Next steps**

An improvement plan addressing the recommendations should be submitted to HM Inspectorate of Probation four weeks after the publication of this inspection report. Once finalised, the plan will be forwarded to the Youth Justice Board to monitor its implementation.

## Service users' perspective

### Children and young people

Forty-three children and young people completed a questionnaire for the inspection, although not all questions were completed by all of the respondents.

- ◇ Of the 38 children and young people who responded to these questions, 35 knew why they had to attend the YOS and 32 stated that staff told them what would happen when they came to the YOS.
- ◇ Three-quarters of the respondents knew what a sentence, or supervision plan was, 22 children and young people reported that the YOS worker had discussed the plan with them of which 13 had been provided with a copy.
- ◇ Of the 38 respondents, 87% felt that the YOS staff were completely or mostly interested in helping them and 95% felt that YOS staff had listened to them.
- ◇ The *What do YOU think?* self-assessment had been completed by just over half of the children and young people.
- ◇ Of the 37 children and young people who responded, 32 felt the YOS worker had made it 'very easy' or 'quite easy' for them to understand how they could be helped. One young person stated that "*my YOT worker took the time to explain everything and when I did not understand something she took time to explain it in a different way*". This was typical of many of the comments made by the respondents.
- ◇ Almost all of the children and young people responded positively that the YOS had taken action to deal with the things with which they needed help.
- ◇ Just over half the respondents stated that things had improved for them as a result of contact with the YOS. Thirty-three had received help to make better decisions, 81% to understand their offending, 68% had received help with drug use and 64% thought the YOS had helped with ETE. Comments included; "*I now understand the effects on my family and I have a better understanding of how the victim was affected*", "*the anger management work I did at the YOT helped me to get on with my teachers better so I am getting a better education*" and "*I have stopped taking so many drugs and my cannabis use has cut down and I feel healthier*".
- ◇ Over three-quarters of the children and young people thought that their work with the YOS had made them either a lot or a bit less likely to offend. Only one stated it had made no difference.
- ◇ Overall, 63% were satisfied with the service provided by the YOS, 37% were neither satisfied nor dissatisfied. Fifteen respondents had ideas for improving the service which included opening at weekends, more home visits and more practical work and less paperwork.



## Victims

Thirteen questionnaires were completed by victims of offending by children and young people.

- ◇ All respondents said that the YOS had explained what services could be offered, that the YOS had taken their needs into account and that they had a chance to talk about any concerns about the offence or the child or young person who had committed the offence.
- ◇ Over two-thirds of those replying thought they had benefited from the reparation work done by the child or young person who had committed the offence.
- ◇ All of the respondents felt the YOS had paid attention to their safety.
- ◇ Ten respondents were completely satisfied with the service provided by the YOS and the remainder were mainly satisfied. One respondent wrote *"My view of the criminal justice system has improved following meeting the young person. I was upset with the sentence the young person got, but after meeting the victim officer and the young lad I now understand why he got the punishment he did and can now move forward with my life"*.

## Sharing good practice

Below are examples of good practice we found in the YOS.

### Assessment and Sentence Planning

#### General Criterion: 1.1

Alex, aged 13, had been sentenced to a YRO for an offence of burglary. There were significant concerns about his high *RoH* and vulnerability. A Multi-agency Risk Conference was attended by all agencies involved with the family. Concerns shared in that meeting were such that it was agreed the case manager should do a home visit immediately where she witnessed the young person whipping his younger brother with a leather belt. Children's social care services became involved and the young person was placed in residential care. This provided a protective environment so that the *RoH* and his vulnerability could be effectively managed. This case illustrated how responsive inter-agency work could both protect the public and address the young person's vulnerability.

### Delivery and Review of Interventions

#### General Criterion: 2.2

Kyle had received a four month referral order for a common assault committed under the influence of alcohol, against a security worker at a local night club. With the support of his YOS worker he undertook a piece of written work with the "Bottletop" project which has been funded by Safer Herefordshire to raise awareness amongst other children and young people about the dangers of excessive drinking. This creative and honest portrayal of his own experiences within the criminal justice system was posted on the [www.bottletop.info](http://www.bottletop.info) website and demonstrated the extent to which he had reflected on his behaviour and engaged with his YOS intervention.

### Diversity

#### General Criterion: 2.2

Jay had been assessed as a kinaesthetic learner and had attention deficit hyperactivity disorder. The ISS worker tailored interventions to his learning style. A key objective was to reduce his drug and alcohol misuse. The ISS worker took Jay around his local area and they photographed public houses where he had got into trouble. For each photograph, Jay wrote an account about what happened at each of these venues, how much alcohol he had consumed and which drugs he had taken. There was evidence that as a result he learned how to reduce his alcohol use and about the disinhibiting effects of substance use.

All names have been altered.

## 1. ASSESSMENT AND SENTENCE PLANNING

### 1.1 Risk of Harm to others (RoH):

**General Criterion:**

*The assessment of RoH is comprehensive, accurate and timely, takes victims' issues into account and uses Asset and other relevant assessment tools. Plans are in place to manage RoH.*

**Score:**

**71%**

**Comment:**

**MODERATE improvement required**

**Strengths:**

- (1) A RoSH screening had been completed in 59 (95%) of cases in the sample and produced on time in 49 (79%). We agreed with the classification in three-quarters of the cases. Where we judged the classification to be incorrect, in most cases it was set too high.
- (2) A full RoSH assessment was completed in all of the 32 relevant cases and was on time in 28 (88%).
- (3) An RMP was completed in 94% of cases where one was required and on time in 72% of cases.
- (4) Where there was no requirement for an RMP, the need for planning for *RoH* issues had been recognised in two-thirds and acted upon in three-quarters of relevant cases.
- (5) Details of *RoSH* assessment and management had been appropriately communicated to all relevant staff and agencies in 85% of cases where required.

**Areas for improvement:**

- (1) A full RoSH assessment was completed to a sufficient standard in 38% of the cases where one was required. This was largely due to previous relevant behaviour not being taken into account and the risk to victims not being considered.
- (2) In just over half of the cases, the RoSH assessment did not draw adequately on all appropriate information, including MAPPA, other agencies' and previous assessments and information from victims.

- (3) An RMP was completed to a sufficient quality in 56% of the cases inspected. The main reasons for plans being assessed as insufficient were that roles and responsibilities were not clear and the planned response was either unclear or inadequate.
- (4) There had been effective management oversight of the *RoH* assessment and RMP in only 50% of the cases.
- (5) There were six cases which met the criteria for MAPPA, three had been notified and/or referred. However, we took the view that staff were unclear about the MAPPA process as a number of other cases had been incorrectly recorded as meeting the MAPPA criteria and then countersigned by managers.

<b>1.2 Likelihood of Reoffending:</b>	
<p><b>General Criterion:</b></p> <p><i>The assessment of the LoR is comprehensive, accurate and timely and uses Asset and other relevant assessment tools. Plans are in place to reduce LoR.</i></p>	
<p><b>Score:</b></p> <p><b>60%</b></p>	<p><b>Comment:</b></p> <p><b>MODERATE improvement required</b></p>

**Strengths:**

- (1) An initial assessment of LoR had been completed in all except one case (98%) and completed on time in 79% of the cases inspected. Good use was made of the information from other agencies, including children’s social care services, educational providers, police and, where relevant, the secure establishments.
- (2) There was active engagement to carry out the initial assessment with the child or young person in 43 (72%) of cases.
- (3) Initial assessments were reviewed at appropriate intervals in three-quarters of cases.
- (4) There was a custodial intervention plan completed in all 17 applicable cases and in 15 the plan was timely. Plans sufficiently addressed those factors most closely linked to offending in 76% of cases and YOS staff were actively and meaningfully involved throughout the custodial planning process in 14 cases. ETE, thinking and behaviour and attitudes were addressed in almost all relevant cases and the custodial intervention plan was reviewed at appropriate intervals in all but one.

- (5) Community intervention plans/contracts were completed in 90% of cases and within timescale in 86%. Plans reflected sentencing purposes in 85% of cases and national standards in 87%.

***Areas for improvement:***

- (1) The case manager had assessed the child or young person's learning style in 17% of cases and a *What do YOU think?* had informed 33% of the assessments.
- (2) Custodial sentence plans integrated RMPs in just over half of the applicable cases, prioritised objectives according to *RoH* in 24%, sequenced objectives according to offence related needs in 15% and were sensitive to diversity issues in nearly half of the cases.
- (3) Parents/carers had been actively and meaningfully involved in the interventions planning process in 28 (55%) of the 51 cases where this was relevant.
- (4) Community intervention plans/referral order contracts did not sufficiently address offending-related factors in 40% of cases. While some factors were well covered, for example, thinking and behaviour (78%), other factors were not included where we assessed they should have been. The most notable shortfall was in relation to family and personal relationships (26%).
- (5) Only 39% of community intervention plans/referral order contracts gave clear shape to the order, 37% set relevant goals and 44% focused on achievable change.
- (6) Intervention plans/referral order contracts integrated RMPs in less than half of applicable cases. A similar proportion failed to take into account positive factors or respond appropriately to identified diversity needs. Two-thirds did not incorporate the child or young person's learning needs/style. Where there was a failure to respond to identified diversity needs, this most frequently related to disability.
- (7) There was evidence of active and meaningful involvement of parents/carers in the planning process in just over half of the applicable cases.
- (8) Only one-quarter of community intervention plans had been reviewed at appropriate intervals.

### 1.3 Safeguarding:

**General Criterion:**

*The assessment of Safeguarding needs is comprehensive, accurate and timely and uses Asset and other relevant assessment tools. Plans are in place to manage Safeguarding and reduce vulnerability.*

**Score:**

**63%**

**Comment:**

**MODERATE improvement required**

**Strengths:**

- (1) A vulnerability screening was completed in 59 cases (95%), and was completed on time in 50 (81%).
- (2) Secure establishments had been made aware of Safeguarding concerns in all but one of the relevant cases (94%).
- (3) Copies of other plans (care, pathway, protection, etc) were found in 19 of the 21 relevant cases.
- (4) A contribution had been made by YOS staff, through the CAF, to other assessments and plans designed to safeguard the child or young person in 14 (93%) of the 15 relevant cases.

**Areas for improvement:**

- (1) Effective management oversight was not evidenced in nearly one-third of cases.
- (2) VMPs were not completed to a sufficient standard in over one-third of cases. In most cases the quality was affected by a lack of clarity about roles and responsibilities of YOS staff and agencies involved with the child or young person. The planned response was either inadequate or unclear in 71% of applicable cases.
- (3) The VMP contributed to and informed interventions in less than half of the cases and other applicable plans in 10 of the 19 relevant cases.

**OVERALL SCORE for quality of Assessment and Sentence Planning work: 63%**

**COMMENTARY on Assessment and Sentence Planning as a whole:**

Assessment and sentence planning was generally sufficient but improvements were needed to raise the quality of LoR assessments, specifically evidencing the reasons for scoring and in what way risk factors related to the likelihood of further offending. Assessments of RoSH required improvement in quality; specifically they needed to include an analysis of previous behaviour and more

effective management oversight. We saw evidence of some creative use of residence requirements, notably in relation to Looked After Children where placements were assessed to be a protective factor.

We concurred with the YOS' view in the evidence in advance which had recognised that there were quality issues in respect of intervention plans including the integration of RMP/VMPs, sequencing actions and inconsistencies in reviewing. Often we found that intervention plans simply listed requirements. The YOS was developing a more robust quality assurance process to address this. Overall, we found that the quality of case recording was of a high standard and appeared to reflect the work undertaken.

## 2. DELIVERY AND REVIEW OF INTERVENTIONS

### 2.1 Protecting the public by minimising Risk of Harm to others (RoH):

**General Criterion:**

*All reasonable actions have been taken to protect the public by keeping to a minimum the child or young person's RoH.*

**Score:**

**63%**

**Comment:**

**MODERATE improvement required**

**Strengths:**

- (1) In cases where there were changes in *RoH* or acute factors they had been anticipated wherever feasible in 90% of cases and identified swiftly in 65%.
- (2) Case managers and other relevant staff contributed effectively to multi-agency meetings in all of the 11 custody cases where it was required and in 22 of the 24 cases (92%) in the community.
- (3) Purposeful home visits had been carried out throughout the sentence, in accordance with the level of *RoH* posed and Safeguarding needs in 78% and 81% of cases respectively.
- (4) We judged that in 87% of cases appropriate resources had been allocated according to *RoH* throughout the sentence.
- (5) Specific interventions to manage *RoH* in custody and in the community were delivered as planned in 71% of cases where required.

**Areas for improvement:**

- (1) *RoH* was reviewed thoroughly in line with required timescales in 64% of cases and following a significant change in 13 of the 35 cases where we judged a review was required.
- (2) Changes in *RoH*/acute factors were acted upon appropriately in less than half the cases.
- (3) A full assessment of victim safety had been carried out in only 11 of the 39 cases (28%) and we found that a high priority had been given to victim safety in less than one-third of cases.



- (4) Specific interventions to manage *RoH* in the community and in custody were reviewed following a significant change in relevant cases in 32% and 33% respectively.

<b>2.2 Reducing the Likelihood of Reoffending:</b>	
<b>General Criterion:</b> <i>The case manager coordinates and facilitates the structured delivery of all elements of the intervention plan.</i>	
<b>Score:</b> <b>72%</b>	<b>Comment:</b> <b>MODERATE improvement required</b>

### **Strengths:**

- (1) We found that 84% of interventions delivered in the community were designed to reduce the LoR, 76% sufficiently addressed diversity issues, 69% were appropriate to learning style and 68% were judged to be of good quality.
- (2) YOS staff had been appropriately involved in the review of interventions in custody in 88% of cases and there was evidence of effective liaison with secure establishment staff.
- (3) Based on the assessment of the YOS worker, we judged that the initial Scaled Approach intervention level was correct in 89% of cases. Where incorrect, the level was too high.
- (4) Appropriate resources had been allocated according to assessed LoR in almost all cases.
- (5) Requirements of the sentence had been implemented in 21 of the 28 cases (75%).
- (6) Case managers actively motivated and supported children and young people through the sentence in almost all custody and community cases. They reinforced positive behaviour in all except one custody case and in 89% of community cases.
- (7) There was active engagement of parents/carers in 94% of appropriate custody cases and in 87% of community cases.

### **Area for improvement:**

- (1) Interventions delivered in the community were implemented in line with the intervention plan in 51% of cases, sequenced appropriately in 33% and reviewed in only 29%.

## 2.3 Safeguarding the child or young person:

### **General Criterion:**

*All reasonable actions have been taken to safeguard and reduce the vulnerability of the child or young person.*

### **Score:**

**78%**

### **Comment:**

**MINIMUM improvement required**

### **Strengths:**

- (1) In almost all relevant cases in the community, necessary and immediate action was taken to safeguard or protect the child or young person. Necessary referrals to other agencies to ensure Safeguarding had been made in all custody cases and the majority of relevant community cases.
- (2) There was evidence of YOS staff and other relevant agencies working together to promote the well-being of the child or young person in the community and custody.
- (3) We found evidence of excellent joint working between YOS staff and other relevant agencies, in almost all relevant cases, in the provision of mainstream services in the transition between custody and the community.
- (4) Specific interventions to promote Safeguarding in custody were identified in all cases, delivered in 77% and reviewed in 75%. In the community, 82% were identified, although only three-fifths had been delivered and a similar proportion incorporated those identified in the VMP.
- (5) There had been effective management oversight of Safeguarding and vulnerability needs in 70% of custodial cases.

### **Areas for improvement:**

- (1) Specific interventions to promote Safeguarding in the community had been reviewed every three months or following a significant change in only half of the relevant cases.
- (2) There had been effective management oversight of Safeguarding and vulnerability needs in 54% of the 39 cases where required.

**OVERALL SCORE for quality of Delivery and Review of Interventions work: 72%**

### **COMMENTARY on Delivery and Review of Interventions as a whole:**

The YOS had introduced a Case Planning Forum to review children and young people assessed as high or very high RoSH or vulnerability. The effectiveness of this review process appeared to be inconsistent across the three offices and

there was also inconsistency in the quality of recording decisions. When working well, we saw that the Case Planning Forum had contributed to the effective management of *RoH* and vulnerability. We also found examples of the Multi-agency Risk Conference being effectively used to address the needs of children and young people who did not meet the threshold for social care involvement.

The YOS had developed a number of programmes, for example, Pathway and Cool It!; however, we found that these programmes were rarely included in intervention plans and where they were, they were not implemented. There was good evidence of the use of the Integrated Resettlement Service and the YOS education support worker, particularly in supporting the transition from custody to community.

## 3. OUTCOMES

Our inspections include findings about initial outcomes, as set out in this section. In principle, this is the key section that specifies what supervision is achieving, but in practice this is by necessity just a snapshot of what has been achieved in only the first 6-9 months of supervision, and for which the evidence is sometimes only provisional.

### 3.1 Achievement of outcomes:

**General Criterion:**

*Outcomes are achieved in relation to RoH, LoR and Safeguarding.*

**Score:**

**73%**

**Comment:**

**MODERATE improvement required**

**Strengths:**

- (1) *RoH* had been effectively managed in 71% of cases. Where it was judged to be insufficient this was largely as a result of ineffective planning or interventions not delivered by the YOS.
- (2) Frequency and seriousness of offending appeared to have reduced in three-quarters of the cases inspected.
- (3) All reasonable action had been taken to keep the child or young person safe in 82% of cases where we judged there were safety concerns.
- (4) Enforcement action had been taken sufficiently well in 25 of the 33 cases where required.

**Area for improvement:**

- (1) The child or young person had not complied with the requirements of the sentence in 47% of cases.

### 3.2 Sustaining outcomes:

**General Criterion:**

*Outcomes are sustained in relation to RoH, LoR and Safeguarding.*

**Score:**

**81%**

**Comment:**

**MINIMUM improvement required**

**Strengths:**

- (1) Full attention had been given to community integration issues during the custodial phase of the sentence in 15 of the 17 relevant cases. For cases in the community full attention had been given to this issue in 81% of cases.
- (2) Action had been taken or plans were in place to ensure that positive outcomes were sustainable in all except one custodial case and in 78% of community cases.

**OVERALL SCORE for quality of Outcomes work: 75%**

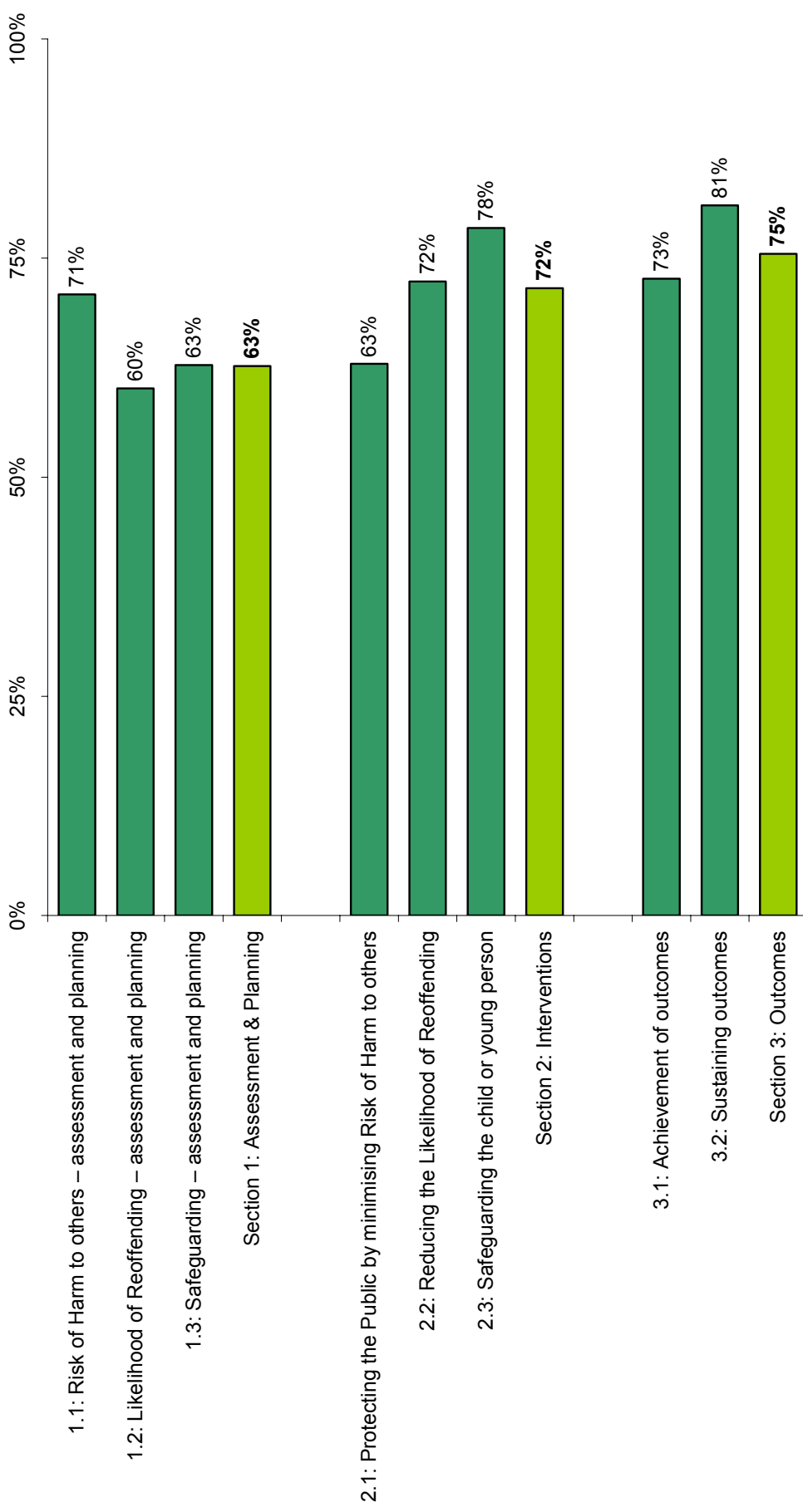
**COMMENTARY on Outcomes as a whole:**

The YOS was involved in the Transition to Adulthood project (T2A) operating in North Worcestershire which was part of three national pilots funded by the Barrow Cadbury Trust to demonstrate the potential of simple additional support to young adults in the justice system. Hosted by a voluntary sector organisation, and working in partnership with West Mercia Probation Trust and the YOS the project provided voluntary support to those children and young people making the transition between youth and adult criminal justice services. We found examples of cases which evidenced the effectiveness of this project in supporting the transition of young people from children's to adult services.

The YOS recognised the need to develop formal agreements regarding exit strategies for children and young people on YOS orders, although we found examples of good integration work by the Integrated Resettlement Service in relation to custody cases.

## Appendix 1: Summary

### Worcestershire & Herefordshire CCI General Criterion Scores



## **Appendix 2: Contextual information**

### **Area**

Worcestershire & Herefordshire was located in the West Midlands region of England.

Worcestershire & Herefordshire had a population of 542,107 (Worcestershire) and 174,871 (Herefordshire) and as measured in the Census 2001, 10.3% (for both areas) of which were aged 10 to 17 years old. This was slightly lower than the average for England/Wales, which was 10.4%.

The population of Worcestershire & Herefordshire was predominantly White British 97.5% (Worcestershire) and 99.1 (Herefordshire). The population with a black and minority ethnic heritage (2.5% - Worcestershire, 0.9% - Herefordshire) was lower than the average for England/Wales of 8.7%.

Reported offences in Worcestershire & Herefordshire for which children and young people aged 10 to 17 years received a pre-court disposal or a court disposal in 2009/2010, at 37 per 1,000, were below the average for England/Wales of 38.

### **YOS**

The YOS boundaries were within those of the West Mercia police area. The West Mercia Probation Trust and both Worcestershire and Herefordshire Primary Care Trusts covered the area.

Worcestershire County Council hosted the YOS on behalf of both Worcestershire and Herefordshire County Council. The YOS covered two Local Authority areas and six district level Local Authorities. Located within Children's Services Directorate, line management for the Head of Service was provided by the Head of Safeguarding and Services to Children and Young People. The Management Board was jointly chaired by the Director of Children's Services (Worcestershire) and Interim Director of Children's Services, (Herefordshire). The Board also had representation from both NHS Herefordshire and NHS Worcestershire.

The YOS Headquarters was in Worcester, the county town of Worcestershire. The operational work of the YOS was based in Worcester (South Worcester), Bromsgrove (North Worcester) and Hereford (Herefordshire). ISS was provided in house and was centrally coordinated.

### **YJB National Indicator Performance Judgement**

The YJB National Indicator Performance Judgement available at the time of the inspection was dated July 2010.

There were five judgements on reoffending; first time entrants; use of custody; accommodation; and employment, education and training.

On these dimensions, the YJB scored Worcestershire & Herefordshire 16 of a maximum of 28 (for English YOTs); this score was judged by the YJB to be performing adequately.

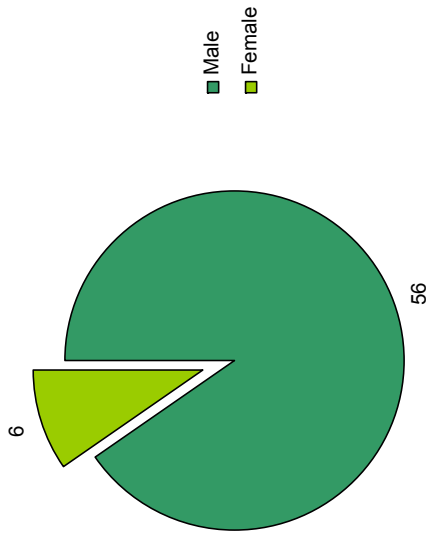
Worcestershire & Herefordshire reoffending performance was judged by the YJB to be improving significantly and close to similar *family group* YOTs.

For a description of how the YJB's performance measures are defined, please refer to:

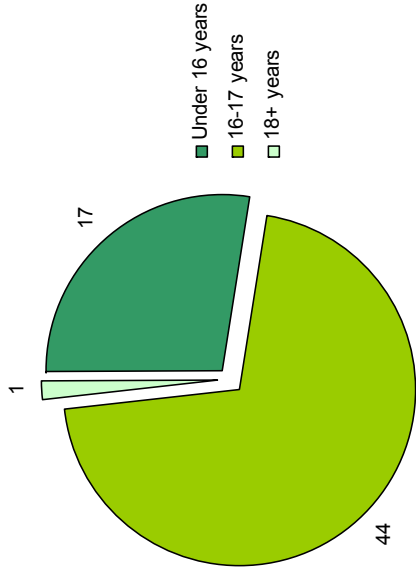
<http://www.yjb.gov.uk/en-gb/practitioners/Monitoringperformance/Youthjusticeplanning/>

## Appendix 3a: Inspection data charts

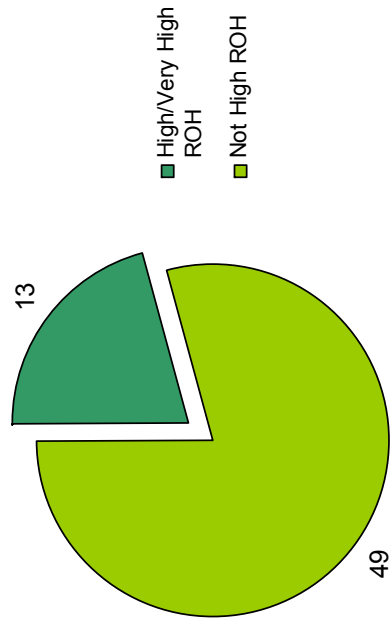
Case Sample: Gender



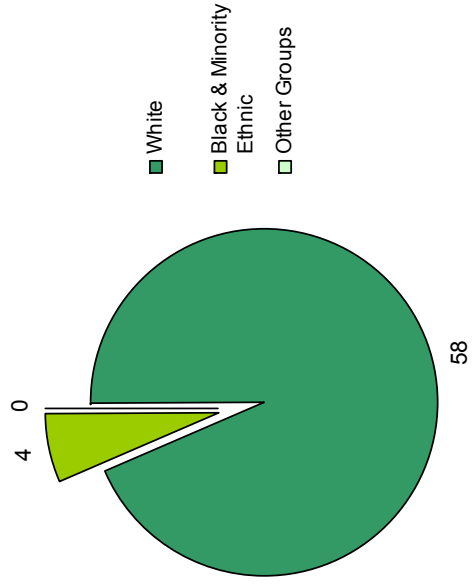
Case Sample: Age at start of Sentence



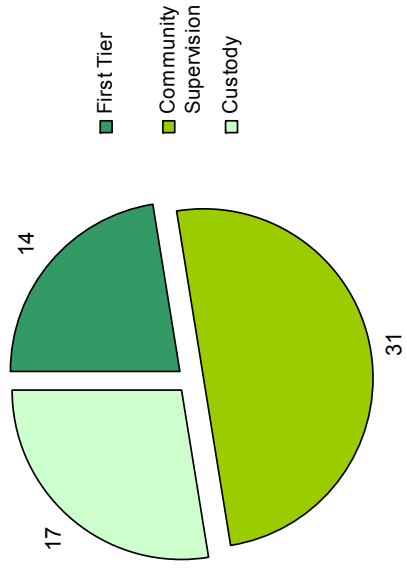
Case Sample: Risk of Harm



Case Sample: Ethnicity



Case Sample: Sentence Type





## **Appendix 3b: Inspection data**

Fieldwork for this inspection was undertaken in January 2011

The inspection consisted of:

- ◊ examination of practice in a sample of cases, normally in conjunction with the case manager or other representative
- ◊ evidence in advance
- ◊ questionnaire responses from children and young people, and victims

We have also seen YJB performance data and assessments relating to this YOS.

## **Appendix 4: Role of HMI Probation and Code of Practice**

Information on the Role of HMI Probation and Code of Practice can be found on our website:

**<http://www.justice.gov.uk/inspectorates/hmi-probation>**

The Inspectorate is a public body. Anyone wishing to comment on an inspection, a report or any other matter falling within its remit should write to:

*HM Chief Inspector of Probation  
2nd Floor, Ashley House  
2 Monck Street  
London, SW1P 2BQ*

## Appendix 5: Glossary

ASB/ASBO	Antisocial behaviour/Antisocial Behaviour Order
Asset	A structured assessment tool based on research and developed by the Youth Justice Board looking at the young person's offence, personal circumstances, attitudes and beliefs which have contributed to their offending behaviour
CAF	Common Assessment Framework: a standardised assessment of a child or young person's needs and of how those needs can be met. It is undertaken by the lead professional in a case, with contributions from all others involved with that individual
CAMHS	Child and Adolescent Mental Health Services: part of the National Health Service, providing specialist mental health and behavioural services to children and young people up to at least 16 years of age
Careworks	One of the two electronic case management systems for youth offending work currently in use in England and Wales. See also YOIS+
CRB	Criminal Records Bureau
DTO	Detention and Training Order: a custodial sentence for the young
Estyn	HM Inspectorate for Education and Training in Wales
ETE	Education, Training and Employment: work to improve an individual's learning, and to increase their employment prospects
Family Group	Used by the YJB for comparative performance reporting, this is a group of YOTs identified as having similar characteristics
FTE	Full-time equivalent
HM	Her Majesty's
HMIC	HM Inspectorate of Constabulary
HMI Prisons	HM Inspectorate of Prisons
HMI Probation	HM Inspectorate of Probation
Interventions; <i>constructive</i> and <i>restrictive</i> interventions	<p>Work with an individual that is designed to change their offending behaviour and/or to support public protection.</p> <p>A <i>constructive</i> intervention is where the primary purpose is to reduce Likelihood of Reoffending.</p> <p>A <i>restrictive</i> intervention is where the primary purpose is to keep to a minimum the individual's <i>Risk of Harm to others</i>. Example: with a sex offender, a <i>constructive intervention</i> might be to put them through an accredited sex offender programme; a <i>restrictive intervention</i> (to minimise their <i>Risk of Harm</i>) might be to monitor regularly and meticulously their accommodation, their employment and the places they frequent, imposing and enforcing clear restrictions as appropriate to each case. NB. Both types of intervention are important</p>
ISS	Intensive Surveillance and Supervision: this intervention is attached to the start of some orders and licences and provides initially at least 25 hours programme contact including a substantial proportion of employment, training and education
ISSP	Intensive Supervision and Surveillance Programme: following the implementation of the Youth Rehabilitation Order this has been supervised by ISS
LoR	Likelihood of Reoffending. See also <i>constructive</i> Interventions
LSC	Learning and Skills Council

LSCB	Local Safeguarding Children Board: set up in each local authority (as a result of the Children Act 2004) to coordinate and ensure the effectiveness of the multi-agency work to safeguard and promote the welfare of children in that locality.
MAPPA	Multi-Agency Public Protection Arrangements: where probation, police, prison and other agencies work together locally to manage offenders who pose a higher <i>Risk of Harm to others</i>
Ofsted	Office for Standards in Education, Children's Services and Skills: the Inspectorate for those services in England (not Wales, for which see Estyn)
PCT	Primary Care Trust
PPO	Prolific and other Priority Offender: designated offenders, adult or young, who receive extra attention from the Criminal Justice System agencies
Pre-CAF	This is a simple 'Request for Service' in those instances when a Common Assessment Framework may not be required. It can be used for requesting one or two additional services, e.g. health, social care or educational
PSR	Pre-sentence report: for a court
RMP	Risk management plan: a plan to minimise the individual's <i>Risk of Harm</i>
RoH	<i>Risk of Harm to others</i> . See also <i>restrictive Interventions</i>
'RoH work', or 'Risk of Harm work'	This is the term generally used by HMI Probation to describe work to protect the public, primarily using <i>restrictive interventions</i> , to keep to a minimum the individual's opportunity to behave in a way that is a <i>Risk of Harm to others</i>
RoSH	Risk of Serious Harm: a term used in Asset. HMI Probation prefers not to use this term as it does not help to clarify the distinction between the <i>probability</i> of an event occurring and the <i>impact/severity</i> of the event. The term <i>Risk of Serious Harm</i> only incorporates 'serious' impact, whereas using ' <i>Risk of Harm</i> ' enables the necessary attention to be given to those offenders for whom lower <i>impact/severity</i> harmful behaviour is <i>probable</i>
Safeguarding	The ability to demonstrate that all reasonable action has been taken to keep to a minimum the risk of a child or young person coming to harm.
SIFA	Screening Interview for Adolescents: Youth Justice Board approved mental health screening tool for specialist workers
SQIFA	Screening Questionnaire Interview for Adolescents: Youth Justice Board approved mental health screening tool for YOT workers
VMP	Vulnerability management plan: a plan to safeguard the well-being of the individual under supervision
YJB	Youth Justice Board for England and Wales
YOI	Young Offenders Institution: a Prison Service institution for young people remanded in custody or sentenced to custody
YOIS+	Youth Offending Information System: one of the two electronic case management systems for youth offending work currently in use in England and Wales. See also Careworks
YOS/T	Youth Offending Service/Team