



Inspection of
Youth
Offending

Archwilio Rhaglen Troseddwyr Ifanc



Arolygiad ar y Cyd Cyfiawnder Troseddol

Core Case Inspection of youth offending work in England and Wales

Report on youth offending
work in:

Birmingham

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Foreword

This Core Case Inspection of youth offending work in Birmingham 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 68% 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 56% of the time, and the work to make each individual less likely to reoffend was done well enough 70% 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.

In Birmingham we found a YOS working with children and young people, from diverse backgrounds and complex needs, some of whom posed a high *Risk of Harm* to others, including organised gang violence. However, despite these problems case managers were engaging with the children and young people they worked with and were keen to improve their assessment and case management skills. The enthusiasm we found among staff needs to be both encouraged and built upon.

We also saw evidence of good multi agency working and interventions that delivered positive outcomes for children and young people.

Overall, we consider this an average set of findings. Whilst there is still work to be done to manage the *Risk of Harm* to others posed by the children and young people supervised by the YOS, we are confident that Birmingham YOS is capable of delivering on these improvements.

Andrew Bridges
HM Chief Inspector of Probation

May 2011

	Scores from Wales and the English regions that have been inspected to date			Scores for Birmingham
	Lowest	Highest	Average	
'Safeguarding' work (action to protect the young person)	37%	91%	67%	68%
'Risk of Harm to others' work (action to protect the public)	36%	85%	62%	56%
'Likelihood of Reoffending' work (individual less likely to reoffend)	43%	87%	70%	70%

Acknowledgements

We would like to thank all the staff from the Youth Offending Service, members of the Management Board and partner organisations for their assistance in ensuring the smooth running of this inspection.

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Contents

	Page
Acknowledgements	4
Scoring – and Summary Table	6
Recommendations	7
Next steps	7
Service users’ perspective	8
Sharing good practice	9
1. ASSESSMENT AND SENTENCE PLANNING	10
1.1 Risk of Harm to others (RoH)	10
1.2 Likelihood of Reoffending (LoR)	11
1.3 Safeguarding	12
2. DELIVERY AND REVIEW OF INTERVENTIONS	14
2.1 Protecting the public by minimising Risk of Harm to others	14
2.2 Reducing the Likelihood of Reoffending	15
2.3 Safeguarding the child or young person	16
3. OUTCOMES	18
3.1 Achievement of outcomes	18
3.2 Sustaining outcomes	19
Appendix 1: Summary	20
Appendix 2: Contextual information	21
Appendix 3a: Inspection data chart	22
Appendix 3b: Inspection data	23
Appendix 4: Role of HMI Probation and Code of Practice	23
Appendix 5: Glossary	24

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.

Safeguarding score:	
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.	
Score: 68%	Comment: MODERATE improvement required
Public Protection – Risk of Harm score:	
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.	
Score: 56%	Comment: SUBSTANTIAL improvement required
Public Protection - Likelihood of Reoffending score:	
This score indicates the percentage of Likelihood of Reoffending work that we judged to have met a sufficiently high level of quality.	
Score: 70%	Comment: MODERATE improvement required

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) good quality assessment and planning, using Asset, is completed when the case starts (YOS Manager)
- (2) specifically, good quality assessment of the individual's vulnerability and *Risk of Harm to others* is completed at the start, as appropriate to the specific case (YOS Manager)
- (3) risk and vulnerability management plans are completed on time and to a good quality, clarifying the roles and responsibilities of staff, and including a planned responses to any changes in the *Risk of Harm to others* or vulnerability of the child or young person (YOS Manager)
- (4) full attention is given to the safety of victims (YOS Manager)
- (5) 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 Manager)
- (6) there is evidence in the file of regular quality assurance by management, especially of screening decisions, as appropriate to the specific case (YOS Manager).

Furthermore:

- (7) responsibility and accountability for the delivery of all aspects of cases is clear to case managers and other workers as appropriate (YOS Manager)
- (8) There is sufficient management capacity to ensure effective management oversight and support (YOS Management Board).

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

One hundred and fifty children and young people completed questionnaires for the inspection.

- ◇ All but five respondents on community orders said that staff explained what would happen when they came to the YOS.
- ◇ The vast majority of those who completed our questionnaire felt that YOS staff had been interested in helping them, and all but five said that staff had listened to what they had to say.
- ◇ Almost all of those who responded remembered discussing their sentence plan and being given a copy of their supervision or sentence plan.
- ◇ A majority of respondents reported that as a result of action taken by the YOS some things had got better for them at school or in getting a job. The majority told us that the YOS had helped them understand their offending and make better decisions.
- ◇ The vast majority of respondents felt positive about the service given to them and said that they were less likely to reoffend as a result of their involvement with the YOS.
- ◇ One young person said that her case manager: *"Explained to me bit by bit, so it sunk into my head! I like talking to my YOS worker she is easy to speak to and very understanding! Thank you"*.
- ◇ A number of respondents also told us that as a result of their involvement with the YOS they had stopped misusing alcohol or drugs, and their health had improved.

Victims

Twenty-six questionnaires were completed by victims of offending by children and young people.

- ◇ All but one respondent said the YOS had explained the services it could offer.
- ◇ All but one thought the YOS had taken their needs into account.
- ◇ All victims stated that they had the chance to talk about any worries they had about the offence, or about the child or young person who had committed it.
- ◇ Almost three-quarters of the victims benefited directly from work done by the child or young person who had committed the offence.
- ◇ The vast majority of respondents felt that the YOS had paid attention to their safety.
- ◇ Twenty-four victims were completely or mostly satisfied with the service given by the YOS. One victim was not satisfied and one chose not to answer this question.

Sharing good practice

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

Assessment and Sentence Planning	Lee's YOS worker completed his intervention plan using flipchart paper, with a child or young person drawn in the middle, and other professionals drawn around him indicating what work they would be doing with him. The YOS worker and Lee used the drawing to talk about his feelings of anger. The plan was clear about the differing roles and actions of the professionals involved and identified the aims as being to keep him out of trouble, stop him using drugs, keep him in school and make sure he was safe and happy.
General Criterion: 1.2	
Delivery and Review of Interventions	Leon was sentenced to custody for a violent offence and ASB. While in custody the YOS worker referred his parents to the parenting group. Both parents took part which helped to provide good boundary setting with Leon when he was released. The victim liaison worker made contact with the victim to set up a restorative justice conference and to discuss what extra conditions could be included on the licence. The parenting worker and victim worker fed back to the case manager to ensure that work undertaken with Leon was helping to manage the risk he posed to the victim.
General Criterion: 2.1	
Delivery and Review of Interventions	The YOS worker arranged for Krystyna to attend an East European girls group which provided her with opportunities to socialise and make friends with young women from a similar background. This resulted in her developing a group of non-offending friends and reduced her LoR.
General Criterion: 2.2	
Delivery and Review of Interventions	The YOS and local road casualty reduction team ran a group for children and young people involved in driving offences. The programme included true life situations and events. Children and young people were confronted by real victims, including a severely disabled woman who was the victim of a young unlicensed driver. The programme emphasised that there was always a choice for children and young people who drove illegally and that these were not victimless crimes.
General Criterion: 2.2	
Outcomes	Case manager Monica referred a young person she was working with to Autism West Midlands for help and information. The group provided advice on how best to work with the young person's disability. Whilst they were unable to provide ongoing support, they left work packages for the YOS to do with the young person, as well as advice packages regarding future effective working. This showed a real effort to meet this young person's needs and to address both vulnerability and harm.
General Criterion: 3.1	

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:

59%

Comment:

SUBSTANTIAL improvement required

Strengths:

- (1) An RoSH screening was undertaken in 82% of cases in the sample.
- (2) The RoSH classification recorded by the YOS was considered correct in 83% of cases.
- (3) We assessed that there should have been a full RoSH analysis in 47 cases. In 91% (43 cases) a full analysis had been completed.
- (4) In the majority of cases the RoSH assessment drew adequately on all appropriate information from other agencies.
- (5) Details of the RoSH assessment and management were communicated appropriately to relevant staff and agencies in the majority of cases.

Areas for improvement:

- (1) The RoSH screening was assessed to have been inaccurate in 44% of cases and timely in only in 65% of cases.
- (2) The RoSH analysis was not of a sufficient quality in 51% of cases. The main reasons for this were: the analysis was not completed on time; the risk to victims was not fully considered; and previous relevant information was not considered.
- (3) In 39 cases we judged that an RMP should have been completed. However, it was done in only two-thirds of these cases. In the 26 cases where an RMP was completed, only 36% were on time and only 28% were of a sufficient quality.
- (4) In cases that did not require an RMP the need to address potential *RoH* issues had not been recognised in 32 of 52 relevant cases, and was only acted on in 26 cases.
- (5) Effective management oversight of *RoH* assessments was evident in only 30% of cases. In some instances this was due to a lack of management recording in the case file, the timeliness of countersigning or failure to recognise that an RMP was needed. In other cases, *RoH* assessments had been signed off, but we considered them to be of insufficient quality.

1.2 Likelihood of Reoffending:

General Criterion:

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.

Score:

64%

Comment:

MODERATE improvement required

Strengths:

- (1) In 91% of cases an initial assessment of LoR had been conducted; they were completed on time in 76% of cases. Good use was made of the information available from other agencies, including children's social care services, police, educational providers, emotional and mental health services, ASB teams and substance misuse services. Assessments included positive factors in the child or young person's life and responded appropriately to identified diversity needs.
- (2) There was evidence of active engagement with the child or young person in their assessment in almost three-quarters of cases; and with parents/carers in 79% of cases.
- (3) In all but two of the 26 custody cases there was a custodial sentence plan. Three-quarters of plans were completed on time.
- (4) Case managers were actively and meaningfully involved throughout the custodial planning process in all but seven cases. Plans were reviewed at appropriate intervals in all but three cases in custody.
- (5) In all but three relevant cases in the community there was an intervention plan or referral order contract. Plans were timely in 75% of cases, and addressed sufficiently factors linked to offending in 67% of cases. The majority of plans or contracts took into account Safeguarding needs and included positive factors. Two-thirds of plans took account of the child or young person's identified diversity and learning needs.
- (6) The majority of plans or contracts set relevant goals, reflected the purpose of sentencing and national standards, and focused on achievable change.
- (7) In 70% of cases the child or young person was involved meaningfully in the planning process. In a large majority of cases all relevant external agencies were also actively involved.

Areas for improvement:

- (1) The quality of the initial assessments of the LoR was not satisfactory in 38% of cases. Factors that limited quality were unclear or insufficient evidence and failure to identify vulnerability.
- (2) *What do YOU think?* self-assessment questionnaires, to inform the initial assessment, were completed in only 42% of cases. The learning style of the child or young person had been assessed in less than one-third (30%) of the cases.

- (3) Fewer than half of the intervention plans or contracts in the community were prioritised according to any *RoH* issues. RMPs were not routinely integrated into plans and sequencing according to offending-related needs was only evident in 29% of cases.
- (4) Only 35% of custodial sentence plans were prioritised according to the *RoH*, 57% did not take account of victim issues and 62% were not sequenced according to offending-related needs. Plans only addressed such needs in 63% of custody cases.
- (5) Intervention plans or referral order contracts were not reviewed at appropriate intervals in one-third of community cases.

1.3 Safeguarding:	
General Criterion: <i>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.</i>	
Score: 63%	Comment: MODERATE improvement required

Strengths:

- (1) An Asset vulnerability screening was completed in 89% of cases, and on time in 74%.
- (2) Secure establishments were made aware of Safeguarding issues in all but six of the relevant custody cases.
- (3) Safeguarding needs were reviewed appropriately in 72% of cases.
- (4) Copies of other plans; for example, care, pathway or child protection, were on file in 84% of applicable cases.

Areas for improvement:

- (1) In 55% of cases the core Asset vulnerability screening was not completed to a sufficient standard.
- (2) Only 57% of the required VMPs had been completed; 25% were timely; and only 21% were of sufficient quality. The factors that most often limited the quality of these documents were: timeliness; planned responses being inadequate or unclear; and roles and responsibilities being unclear.
- (3) There was effective management oversight of the vulnerability assessment in only one-third of cases.

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

COMMENTARY on Assessment and Sentence Planning as a whole:

Birmingham YOS had a range of training and guidance available to assist staff in the assessment and planning of their work with children and young people. This included the YJB training 'Effective Practice In-Service Training (Youth Justice)' and a new set of comprehensive risk management procedures. It was therefore disappointing to find that the advice and guidance given was not being followed consistently.

Case managers saw, multi-agency risk management arrangements as the main focus of their risk management work. This was often at the expense of the YOS' own RoSH analysis and RMPs.

In the evidence provided in advance by the YOS, robust risk management arrangements were cited as a strength. However, without equally robust line management, supervision and quality assurance arrangements in place, case managers, when under pressure, may not achieve or maintain sufficient quality in their work.

We found case managers who were engaging with the children and young people they worked with and were keen to improve their assessment and case management skills.

The enthusiasm we found among staff needed to be both encouraged and built upon by their managers.

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:

58%

Comment:

SUBSTANTIAL improvement required

Strengths:

- (1) Case managers and other relevant YOS staff contributed effectively to multi-agency meetings in the majority of cases – 79% when the child or young person was in custody and 73% when they were living in the community.
- (2) Purposeful home visits were conducted throughout the course of the sentence in accordance with the level of *RoH* posed in 77% of cases, and in relation to Safeguarding issues in 72% of cases.
- (3) Appropriate resources were allocated according to *RoH* in 78% of the cases.
- (4) Specific interventions to manage *RoH* were delivered as planned in 75% of community cases.

Areas for improvement:

- (1) *RoH* was reviewed in accordance with the national standard in less than half (46%) of the cases. Although a review was required following significant change to the child or young person's circumstances, in 48 cases it was carried out in only 20. Where there were changes in *RoH* factors, they were anticipated wherever feasible in 58% of cases; identified swiftly in 40% of cases; and acted on appropriately in 41% of cases.
- (2) High priority was given to victim safety in just over half (52%) of relevant cases. Full assessments of the safety of victims had not been carried out in 55% of the cases requiring them.
- (3) Specific interventions to manage *RoH* in custody were not delivered as planned in one-third of the cases, and were not reviewed in 45% of cases where there was a significant change.
- (4) Although we saw specific interventions to manage *RoH* in the community as a strength, they were only reviewed in 39% of cases following a significant change.
- (5) There was evidence of effective management oversight of *RoH* in only 45% of custody and 38% of community cases.

2.2 Reducing the Likelihood of Reoffending:

General Criterion:

The case manager coordinates and facilitates the structured delivery of all elements of the intervention plan.

Score:

78%

Comment:

MINIMUM improvement required

Strengths:

- (1) The YOS had a wide range of interventions at its disposal, covering most issues potentially related to offending. We assessed the vast majority of interventions as being of good quality and designed to address LoR.
- (2) In the majority (63%) of cases interventions delivered in the community were implemented in-line with the intervention plan. All diversity issues were incorporated in 73% of cases.
- (3) YOS staff had been involved appropriately in the review of interventions delivered in custody in all but four DTO cases.
- (4) Based upon the YOS assessment of LoR and *RoH* we found that the initial Scaled Approach intervention level was correct in all but two relevant cases.
- (5) Appropriate resources were allocated according to the assessed LoR throughout the sentence in 91% of cases.
- (6) Case managers actively motivated and supported children and young people throughout their sentence in all but three cases during their time in custody, and in 91% of cases in the community. They reinforced positive behaviour in custody and in the community in almost all cases.
- (7) There was evidence of active engagement with parents/carers in all but four appropriate cases in custody and in 81% of cases in the community.

Areas for improvement:

- (1) Interventions delivered in the community were sequenced appropriately in 47% of cases; and reviewed appropriately in 61% of cases.
- (2) All requirements of the sentence had been implemented in just over half (59%) of relevant cases.

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) All necessary immediate action was taken to safeguard and protect the child or young person in all relevant cases in custody, and in 91% of appropriate cases in the community. Similar figures were achieved in relation to Safeguarding and protecting other affected children and young people in custody, and in the community.
- (2) In most cases, where necessary, Safeguarding referrals to other agencies had been made.
- (3) There was good evidence that the YOS workers and other relevant agencies (especially ETE/Connexions, substance misuse services, CAMHS and accommodation services) worked together to promote the Safeguarding and well-being of children and young people.
- (4) Specific interventions were identified (87% of cases) and delivered (70% of cases) to promote Safeguarding in the community. In custody cases interventions were identified in 82% and delivered in 81% of cases.
- (5) Staff supported and promoted the well-being of children and young people throughout the course of the sentence in most cases.

Areas for improvement:

- (1) Specific interventions to promote Safeguarding were identified as a strength above. However, these were incorporated in the VMP in only half of custody and 62% of community cases.
- (2) Effective management oversight of Safeguarding and vulnerability needs was lacking in 9 out of 17 relevant custody cases, and in 37 out of 68 relevant community cases.

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 developed a wide range of high quality interventions supported by strong partnership working, particularly with schools and CAMHS. The involvement of children and young people in criminal gangs was a particular problem that the YOS was addressing through inter-agency liaison and

information sharing. Specific interventions to tackle gang membership were integrated into the routine delivery of services.

Although case managers valued the interventions delivered either locally as part of an order or by the ISS team, many were unaware of the progress being made by the child or young person they supervised while they were on these programmes. Often they were informed about attendance but not what work had been done. This led to the case manager feeling detached from the child or young person while they were on their intervention, resulting in a lack of reviews and reassessment of progress.

We saw examples of priority being given to reparation work, when offending-related work should have been addressed first. This demonstrated the importance of sequencing interventions at both the planning and delivery stages.

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:

64%

Comment:

MODERATE improvement required

Strengths:

- (1) There had been a reduction in the frequency of offending in 65%, and the seriousness of offending in 67% of cases.
- (2) All reasonable action had been taken to keep children and young people safe in three-quarters of relevant cases.

Areas for improvement:

- (1) Children and young people complied with the requirements of the sentence in just over half the cases.
- (2) In those cases where children and young people had not complied, enforcement action had been taken sufficiently well by the YOS in 54% of cases.
- (3) A reduction in risk factors linked to Safeguarding was seen in only 47% of relevant cases.

3.2 Sustaining outcomes:

General Criterion:

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

Score:

85%

Comment:

MINIMUM improvement required

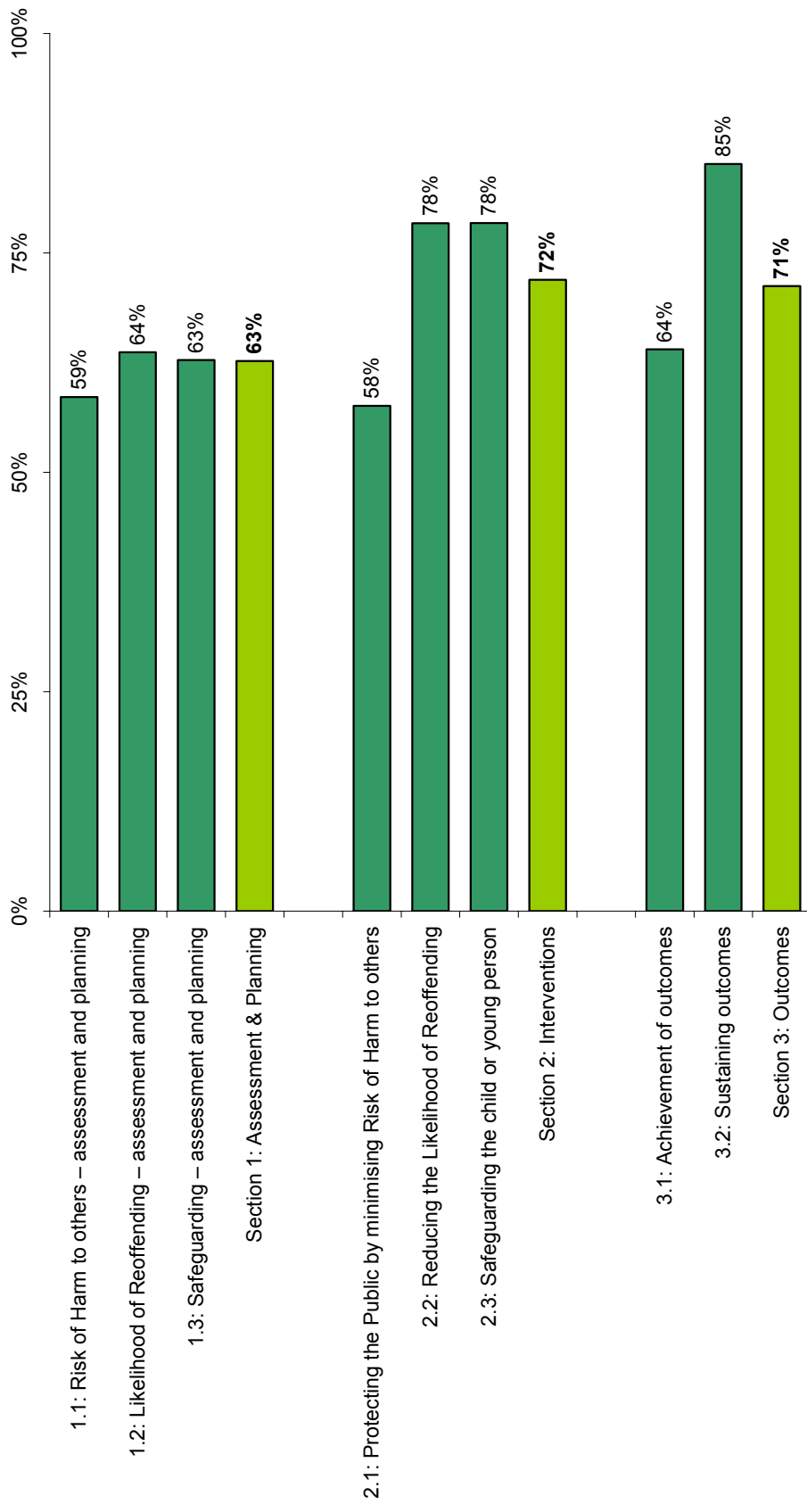
Strengths:

- (1) Full attention had been given to community integration issues in 87% of cases in the community and in all but three custody cases.
- (2) Action had been taken or plans were in place to ensure that positive outcomes were sustainable in 82% of cases in the community, and in 22 of 26 relevant cases in custody.

OVERALL SCORE for quality of Outcomes work: 71%

Appendix 1: Summary

Birmingham CCI General Criterion Scores



Appendix 2: Contextual information

Area

Birmingham YOS was located in the West Midlands region of England.

The area had a population of 977,087 as measured in the Census 2001, 11.8% of which were aged 10 to 17 years old. This was higher than the average for England/Wales, which was 10.4%.

The population of Birmingham was predominantly white British (70.4%). The population with a black and minority ethnic heritage (29.6%) was above the average for England/Wales of 8.7%.

Reported offences for which children and young people aged 10 to 17 years received a pre-court disposal or a court disposal in 2009/2010, at 40 per 1,000, were slightly worse than the average for England/Wales of 38.

YOS

The YOS boundaries were within those of the West Midlands Police area and the Staffordshire and West Midlands Probation Trust. The Heart of Birmingham PCT, Birmingham East and North PCT, Birmingham and Solihull Mental Health Trust, South Birmingham PCT and Birmingham Children's Hospital Primary Care Trusts covered the area.

The YOS was located within the Council Directorate of Children, Young People and Families. It was managed by the Head of Youth Offending Services. The YOS Management Board was chaired by the Transitional Strategic Director of Children, Young People and Families.

The YOS Headquarters was in Birmingham. The operational work of the YOS was based in five offices across the city. ISS was provided within the YOS and was based at the YOS head office.

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 Birmingham 21 of a maximum of 28 (for English YOTs); this score was judged by the YJB to be performing excellently.

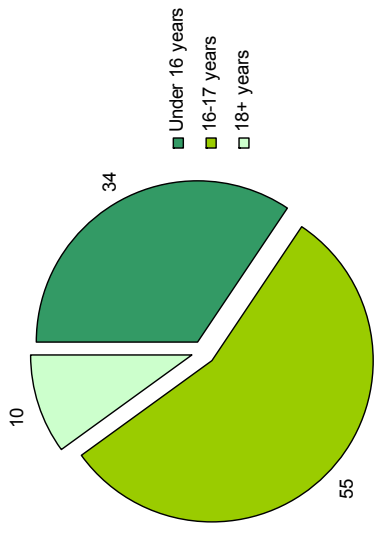
Birmingham's reoffending performance was judged by the YJB to be improving significantly and was significantly better than similar *family group* YOTs.

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

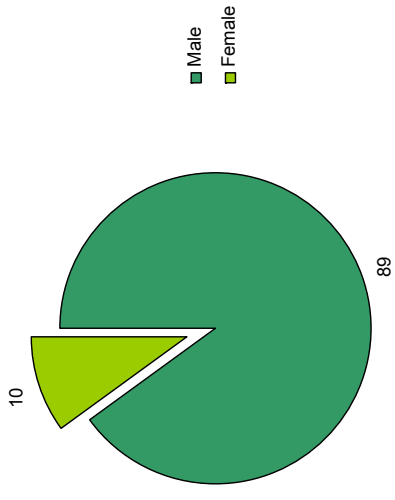
<http://www.yjb.gov.uk/en-gb/practitioners/Monitoringperformance/Youthjusticeplanning/>

Appendix 3a: Inspection data chart

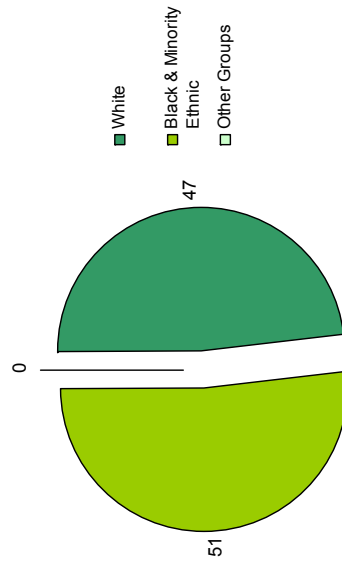
Case Sample: Age at start of Sentence



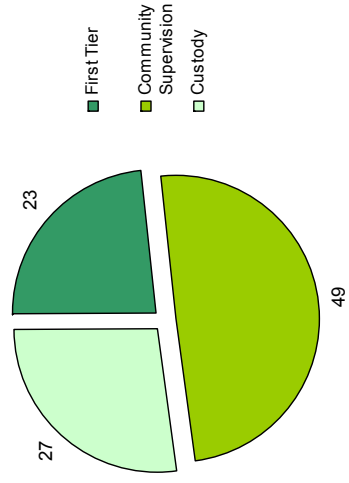
Case Sample: Gender



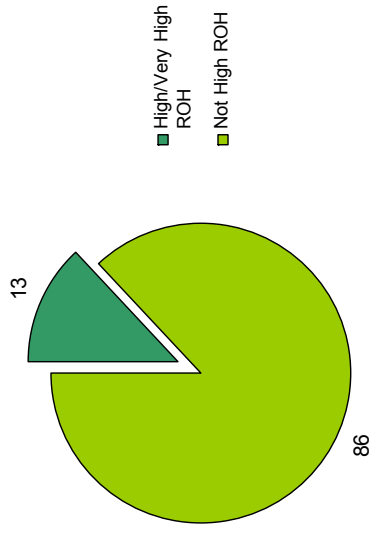
Case Sample: Ethnicity



Case Sample: Sentence Type



Case Sample: Risk of Harm



Appendix 3b: Inspection data

Fieldwork for this inspection was undertaken in February 2010

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/inspectors/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 YOS 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