

NORTH YORKSHIRE COUNTY COUNCIL
YOUNG PEOPLE OVERVIEW AND SCRUTINY COMMITTEE
22nd February 2008
NORTH YORKSHIRE YOUTH OFFENDING TEAM (YOT)

Purpose of Report

- 1.0 To report on the development of the Youth Offending Team Education, Training and Employment strategy.

Background

- 2.0 The attached strategy has been developed by a working group comprising of colleagues within CYPS Education, the Youth Offending Team, and Connexions / Integrated Youth Services, and was approved by the Children and Young Peoples Leadership Team on 22nd November 2007 and by the YOT Management Board on 7th February 2008.
- 2.1 The strategy is intended to sit as part of the broader NEET (Not in Education, Training or Employment) strategy; one of a number of sub-strategies for vulnerable groups of young people. As such, it is formatted in the same style and has adopted an approach based on three strands: Prevention, Intervention and Retention.

Performance

- 3.0 The key drivers for the development of the strategy include recommendations arising from the Joint Inspection of North Yorkshire YOT, ETE being a key priority for improvement in the CYPP, and the need to significantly improve ETE outcomes for young offenders.
- 3.1 North Yorkshire has consistently failed to achieve acceptable performance levels against Youth Justice Board targets and at any given time, approximately 40% of young offenders are not in full-time ETE provision. Research evidences the impact that this has on other key targets, not least re-offending and custody rates.
- 3.2 In addition to being a key YJB target, the ETE of young offenders is an LAA target, and will be included in the new set of 35 LAA improvement targets.

Resource Issues

- 4.0 In 2006/07, temporary funding provided by the Learning and Skills Council enabled the appointment of a Practice Manager (ETE). However, the post quickly became vacant in August 2007, and uncertainties about future funding continued until December, when it was finally confirmed that temporary 12 month funding is to be available 2008/09. Initial attempts to recruit have been unsuccessful and the post is to be re-advertised.
- 4.1 The post was developed to enable a strategic lead to be taken within the YOT for ETE issues: this includes amongst other responsibilities, line management of staff, managing systems relating to performance, engagement in a range of partnership boards (NEET, LSC, and Regional ETE), implementation of this strategy, and engagement with providers. The post will support the delivery of the ETE element of the Targeted Youth Support strategy for young offenders.
- 4.2 CYPS Education currently second 2 x 0.5 Education Officer posts to the YOT, who have struggled to deliver a service to over 100 young people not in full-time ETE across the county. Agreement has been given to increase both posts to full-time and recruitment to these posts is anticipated shortly.
- 4.3 Connexions funding has enabled the employment by the YOT of 3 x 0.5 Personal Advisors on temporary contracts. From 1st April, these staff will transfer to permanent contracts within the Integrated Youth Service, undertaking similar roles with young offenders.
- 4.4 Administrative Support is to be provided by CYPS to support effective data collection from schools, accurate inputting of data onto the Careworks case management system, and establishing shared data systems with CYPS Education. This 0.5 post will be recruited to shortly.

Integrated Service Delivery

- 5.0 The YOT ETE strategy seeks to enhance opportunities to integrate ETE service delivery for vulnerable young people, and specifically young offenders who are some of the most difficult to engage, re-integrate or retain in education or employment.
- 5.1 Opportunities will arise as Targeted Youth Support becomes better defined, to ensure that resources are shared to avoid duplication and to deliver the overall NEET strategy and sub-strategies such as YOT ETE, or the Recruitment and Employment strategy for groups of vulnerable young people.

Recommendations

The Committee is asked to:

Comment on the information contained within this report.



Lesley Ingleson
Youth Offending Team Manager

Date: 7th February 2008

Background Papers: North Yorkshire Youth Offending Team Education,
Training and Employment Strategy

North Yorkshire YOT ETE Strategy

Supporting the inclusion of young offenders in Education, Training and Employment

Introduction

The key drivers for the development of this strategy are the recommendations arising from the HMIP Joint Inspection of the North Yorkshire Youth Offending Team (YOT), the targets set for improving the outcomes for young offenders set by the Youth Justice Board (YJB) and contained within both the Local Area Agreement targets and North Yorkshire Children and Young People's Plan, and the statutory guidance to schools on admissions, exclusions and attendance.

In the summer of 2006, North Yorkshire YOT was subject to a Joint Inspection by HMIP. As a result of the inspection some areas of good practice were identified; however, there were also areas of significant weakness, including the education, training and employment of young offenders. In response the Youth Offending Team and partner organisations have committed to prioritising the education training and employment (ETE) of young offenders within North Yorkshire.

Children and young people supported by the YOT, although a small proportion of the overall 14-19 population in North Yorkshire, are a very vulnerable group, and disproportionately associated with socio-economic disadvantage and lack of access to and take-up of, education, training and employment opportunities. North Yorkshire County Council's Children and Young Peoples Plan 2006-2009 recognises that vulnerable groups, including young offenders, do less well against some or all the 'Every Child Matters' 5 outcomes. The plan has set some challenging targets for improving the outcomes of our most vulnerable young people including young offenders.

This commitment is further strengthened by the inclusion of a Local Area Agreement target to monitor the year on year increase in the number of young offenders in education, training and employment (ETE).

Aim of the strategy

All children and young people have the capacity to achieve, and our vision is for all young offenders between the ages of 10 and 17 to engage, achieve and succeed to their full potential. They should feel included and be able to fully participate in education, training or employment endeavours of their choice, without discrimination.

Accountability for delivering the strategy

The accountable bodies for this strategy are the YOT Management Board and the Children and Young People's Strategic Partnership Board. Their task is to ensure that the statutory requirements of The Children Act 2004, Every Child Matters and the Youth Justice Board are fulfilled.

Reporting to the Children and Young People's Strategic Partnership Board are a number of strategic groups tasked with the development and implementation of targets/tasks. One such strategic group is the NEET (not in education, employment or training) strategy group. The NEET strategy is a multi-agency strategy established to support all young people aged 11-19 years (and older for those with SEN/LDD) to remain in education, employment or training.

The Local Area Agreement includes a stretch target for reducing the numbers of 16-18 year olds who are NEET. Achieving this target is dependent on all partners working together to support young people to enable them to remain or re-engage with education, employment or training. The NEET strategy group will monitor and report on progress in relation to the LAA targets.

Where partners have established service or target group specific plans they report into the NEET strategy group to ensure that there is co-ordination and consistency of approach in the support provided to all young people.

Developing the young offenders ETE strategy.

This strategy relates to those young people who have been convicted of an offence and with whom the Youth Offending Team is currently working. The strategy is intended to be a sub-strategy of the overarching NEET strategy, and is located against other supporting strategies aimed at improving outcomes for vulnerable young people, including offenders: Teenage Pregnancy, Drugs & Alcohol, Parenting, and SEN.

The county NEET strategy has adopted an approach based on:

- 1) **Prevention:** Those actions that will prevent young people becoming NEET in the first place
- 2) **Intervention:** Those actions that will engage young people who are currently NEET
- 3) **Retention:** Those actions intended to keep young people engaged in education, employment or training

Emphasis is placed on early intervention and where disengagement occurs sustainable and relevant support is arranged to reengage the young person with the final aim being to retain them in education, employment and training. The implementation of the strategy is the core business of Integrated Youth Support with the needs of the most vulnerable young people being part of Targeted Youth Support provision.

**Young Offender ETE Strategy
PREVENTION**

Objective	Actions	Lead	Impact Measure	CYPP Ref
All schools to have in place inclusion practices related to young offenders.	<ul style="list-style-type: none"> Implementation of NYCC Inclusion Quality Mark Named member of school SMT responsible for monitoring inclusion of young offenders Young offenders to be provided with appropriate/differentiated curriculum to meet their needs Extended/specific opportunities to learn/train available for vulnerable young people Admissions/attendance for young offenders are prioritised and exclusions reduced 	<p>Principal Adviser (Inclusion)</p> <p>IYS (Employer strategy)</p> <p>Principal ESW Head of BSS</p>	<ul style="list-style-type: none"> Improved attendance <p><u>YJB Target:</u> 90% young offenders receiving minimum 25 hours/week ETE (16 hours post statutory school)</p> <p><u>LAA target:</u> 70% by 31/03/08 80% by 31/3/09 90% by 31/3/10</p> <ul style="list-style-type: none"> Guidance/policy/training adhered to 100% of young offenders maintained on a school roll. All schools to receive advice, training and policy advice in working with young offenders in 2008/9. School Improvement Partners check annually on the performance of young offenders in secondary and special schools 100% of young 	3.6 4.4 5.3 5.4 5.5

			<p>offenders maintained on a school roll up to year 10</p> <ul style="list-style-type: none"> • In year 11 young offenders who are LA role are receiving appropriate, good teaching and learning as judged by LA Q&I advisers • 65% 2007, 75% 2008 and 90% in 2009 achieve NYCC Inclusion Quality Mark 	
To improve the attainment & achievement of all young offenders	<ul style="list-style-type: none"> • Through Positive Activities Strategy, provide PDOs targeted at young offenders & those at risk of offending • Increase volunteering opportunities for young offenders • Provide good quality IAG to young offenders to help them make informed choices about the range of ETE opportunities available. 	<p>PO (Youth Service)</p> <p>PO (IYS)</p> <p>ETE Practice Manager with support from Principal Adviser (Inclusion)</p>	<p>NYCC Positive Activities strategy to include needs of young offenders</p>	<p>3.1</p> <p>3.2</p> <p>3.3</p> <p>3.4</p> <p>4.5</p> <p>5.2</p> <p>5.3</p>

	<ul style="list-style-type: none"> Establish system for evaluating end of Key Stage results to inform future planning Celebrate achievements of young offenders 			
To provide responsive, appropriate & co-ordinated support to young offenders and those at risk of offending through the provision of integrated working	<ul style="list-style-type: none"> Understand current provision Swift access to early intervention YOT to be involved in local Inclusion & Accountability Panels to identify young people at risk of offending Cross- reference support needs for young offenders within relevant strategies (parenting, drugs & alcohol, SEN, LAC, teenage pregnancy) 	ISMs IYS & YOT	Improved access	3.4 5.2 5.3 5.4 5.5 6.1
To improve intelligence on young offenders and those at risk of offending through the application of information sharing & the use of appropriate MIS	<ul style="list-style-type: none"> Establish robust systems for gathering & recording information Establish a system for tracking attendance & attainment of young offenders Appropriate YOT 	ETE Practice Manager Principal Advisor (Inclusion) CYPS Performance Mgt	<ul style="list-style-type: none"> Improved outcomes, through improvement of data capture systems and procedures Improve YJB returns (increase in KP1%) Academic performance of all young offenders 	6.1

	Officers to undertake training in use of Contact Point		tracked each term. Performance analysed and advice given to school and educators	
Ensure workforce development needs are identified and met	<ul style="list-style-type: none"> As part of the Integrated Services Workforce undertake training to enable staff to better support young offenders 	Children's Strategic Workforce YOT ETE Team	<ul style="list-style-type: none"> Awareness raised/outcomes improved 	2.1 3.1 3.4
The voices of young offenders are heard and they are able to influence and participate	<ul style="list-style-type: none"> Young offenders are consulted and feedback sought on an ongoing basis Act upon young people's perception of service delivery 	VIP Group YOT Management Team	<ul style="list-style-type: none"> Perception/evidence changes practice 	4.2

Young Offenders ETE strategy

INTERVENTION

Objective	Actions	Lead	Impact Measure	CYPP Ref
To reduce the number of exclusions from school of young offenders.	<ul style="list-style-type: none"> • To share data on young offender exclusions with partners • To provide schools with information on statutory requirements regarding exclusions • To target schools with high rates of exclusions of vulnerable groups, including young offenders • Young offenders returning to education and training to have in place a re-inclusion plan & access to TYS PA 	Principal Adviser (Inclusion) IYS	<ul style="list-style-type: none"> • Exclusions to be reduced annually 	3.6 4.5
To introduce restorative practice in schools.	<ul style="list-style-type: none"> • Identify suitable restorative practice for schools • Promote the programme to schools • Identify schools which have higher numbers of young offenders and seek their involvement in the programme • Establish protocols, implementation plan and evaluation criteria for the programme • Train relevant schools / partners on delivering the programme 	Police Practice Manager (ETE) Principal Adviser (Inclusion)	<ul style="list-style-type: none"> • To have at least 50% schools delivering the programme by September 2009 • To have at least 75% schools delivering the programme by September 2010 	2.4 4.4 4.5

Objective	Actions	Lead	Impact Measure	CYPP Ref
To increase the number of young offenders engaged in ETE	<ul style="list-style-type: none"> • Increase the number of training and employment opportunities available for young offenders • To increase the numbers of young offenders accessing the NYCC apprentice scheme • To ensure regular communication and contact with schools and colleges where young offenders are being educated 	<p>LSC</p> <p>NYCC Recruitment Manager</p> <p>Practice Manager(ETE)</p>	<p>Evidence of new provision, & better take up of existing vocational courses (CYPP 5.3)</p> <p><u>YJB Target:</u> 90% young offenders receiving minimum 25 hours/week ETE (16 hours post statutory school)</p> <p><u>LAA target:</u> 70% by 31/03/08 80% by 31/3/09 90% by 31/3/10</p>	<p>3.4 3.7 4.3 5.2 5.3 5.4</p>
To improve attendance and attainment of young offenders	<ul style="list-style-type: none"> • Young offenders struggling to remain in ETE to have a Personal Development Plan to include goals related to attendance and attainment in ETE • Establish caseload allocation criteria for TYS PAs seconded to the YOT • Additional support and/or alternative curriculum to be made available to young offenders encountering difficulties with basic skills • Provision of personal development 	<p>Practice Manager (ETE) & IYS Co-ordinator</p> <p>Principal Advisor(Inclusion)</p> <p>PO (Youth Service)</p>	<ul style="list-style-type: none"> • 50% of young offenders to have had no unauthorised absences in 2009/10 • 75% of young offenders to have achieved level 2 awards in English and Maths. 	<p>4.4 4.5</p>

	opportunities and other accredited provision targeted specifically at vulnerable young people including young offenders			
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**Young Offender ETE Strategy
RETENTION**

Objective	Actions	Lead	Impact Measure	CYPP Ref
ETE placements are sustained, particularly following the re-inclusion of young offenders	<ul style="list-style-type: none"> • Young people will remain on school roll if subject to detention in a secure establishment • ETE team to maintain communication with schools in respect of a young person's release from secure estate. • Establishment of Safer Schools Partnerships & a restorative practice approach in schools. 	<p>Principal Adviser (Inclusion)</p> <p>Police Youth Strategy</p>	<ul style="list-style-type: none"> • 90% of young offenders in full-time ETE • Young offender's host school contributes to a young offender's individual training plan whilst in custody and to his/her release planning • Schools with highest exclusion rates are engaged in restorative practice programmes to resolving behavioural difficulties, resulting in fewer school exclusions or reporting of low-level offending to Police • 100% reduction in incidents of young offenders being removed from school roll whilst in secure estate if year 10 and younger. If year 11 conference to be held – led by LA as to status of school roll. 	<p>4.5</p> <p>2.4 4.4</p>

<p>Improve the partnership with parents & carers to support young peoples' learning & ETE placements</p>	<ul style="list-style-type: none"> • Parents & carers are consulted and enabled to contribute to ETE planning processes • Provision of parenting intervention programmes () 	<p>YOT Officers, ETE providers</p> <p>Parenting Strategy / Learning Youth & Skills</p>	<ul style="list-style-type: none"> • Parents & carers contribute to the planning process, are aware of & understand the support provision and plans in place, and are enabled to support as appropriate. 	<p>3.5</p> <p>3.5</p>
<p>ETE providers are supported in their efforts to prevent young offenders in placement from disengaging.</p>	<ul style="list-style-type: none"> • Improved liaison, information sharing & partnership working with ETE providers in respect of targeted young offenders • ETE provider staff are able to access support and training in dealing with challenging & vulnerable young people • Individual packages of time-limited support & resources to targeted young people at high risk of exclusion / placement breakdown • Placements supported by curriculum differentiation 	<p>YOT ETE staff, ETE providers</p> <p>YOT ETE staff, Principal Adviser (Inclusion), NEET Support staff & ETE providers</p> <p>IYS(TYS)</p>	<ul style="list-style-type: none"> • ETE providers feel supported and a collaborative partnership approach is maintained in responding to particular young offenders • Packages of time-limited support in place to meet assessed need 	<p>5.2</p> <p>5.3</p>

