

Harrow Youth Offending Team Annual Report 14-15

This annual report provides detailed information on the progress made over the last year in relation to youth offending trends in Harrow and the performance of the Youth Offending Team (YOT). In addition the report considers priorities for the service for the forthcoming year.

Our Vision

Creating a Safer Harrow and Positive Futures for Young People and Their Families.

Overview

The key priorities for 2014/15 included:

- Continued improvement of quality of assessments
- Continued improvement on management oversight
- Structural review of the YOT service ensuring it's a "fit for purpose" service

Key challenges in the last year have included:

- Implementing service improvements as identified in Short Quality Screening inspection in October 2014
- Ensuring intervention plans are meaningful and individually tailored to meet the needs identified at assessment stage
- Consultation of revised structure of the YOT
- Maintaining and improving performance

Youth Crime

Overall youth crime has continued to show a year on year decrease.

There has been a 30% decrease in total number of offences recorded from 307 in 2013/14 dropping to 215 in 2014/15

There has also been a 23.4% decrease in the number of young people who have been found guilty of a crime, which accounts for 105 young people compared to 137 in the previous year.

The reduction in offending is also reflected in the number of disposals in the year. This was 218 in 2013/14 compared to 154 in 2014/15. The number of pre court disposals also decreased from 29 in 2013/14 to 14 in 2014/15.

There is also a disproportionate change in the types of disposals being issued. The most notable difference is that Youth Rehabilitation Orders (community disposals) have reduced by 57% from 79 to 34, while Referrals Orders (First tier disposals) remained stable. Further analysis is needed alongside court partners to determine whether this dip is a trend across courts and Youth Offending Teams nationally; or unique to Harrow, and something which is projected to continue in this direction.

Local Data

First Time Entrants

Although data for 2014/15 is not yet available, First time entrants continue to reduce year on year.

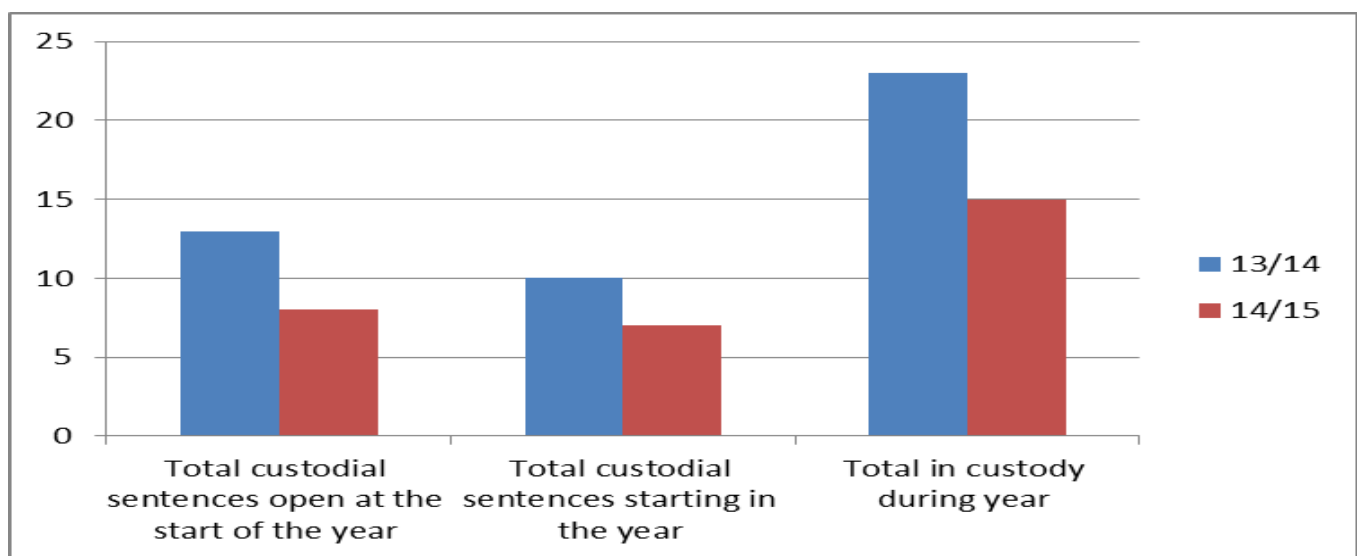
	First time entrants						
	Harrow			YOT Family Average		National Average	
	Number	Rate per 100,000	% change from previous year	Rate per 100,000	% change from previous year	Rate per 100,000	% change from previous year
Oct 13 - Sep 14	73	311	-4.9%	310	-13.9%	417	-10.3%
Oct 12 - Sep 13	79	327	-24.5%	360	-25.0%	465	-22.1%

Triage

In 2014/2015 triage delivered interventions to 112 young people. There were a total of 83 young people discharged from the triage programme in 2014/15. 74 (89.2%) of whom completed the programme successfully.

A re-offending cohort is identified from those young people entering Triage during the first quarter of each year (April to June). The tracking period for the 2014/15 ended on 30th June 2015 and is yet to be analysed. So far, from a cohort of 22, there have been 2 (9.1%) young people who have re-offended. 1 young person received a Referral order which is a court disposal and 1 young person received a youth conditional caution, which is an out of court disposal. In the 2013/14 cohort there were a total of 18 young people with 4 (22.2%) re-offending within 12 months. 3 of the four young people received a youth conditional cautions and 1 received a caution, all of which are out of court disposals.

Use of custody and Remand



The national trend of decreasing custody rates is reflected in Harrow's cohort. Over the past 2 years Harrow's custody rates continue to decrease; from 23 in 2013/14 to 15 in 2014/15.

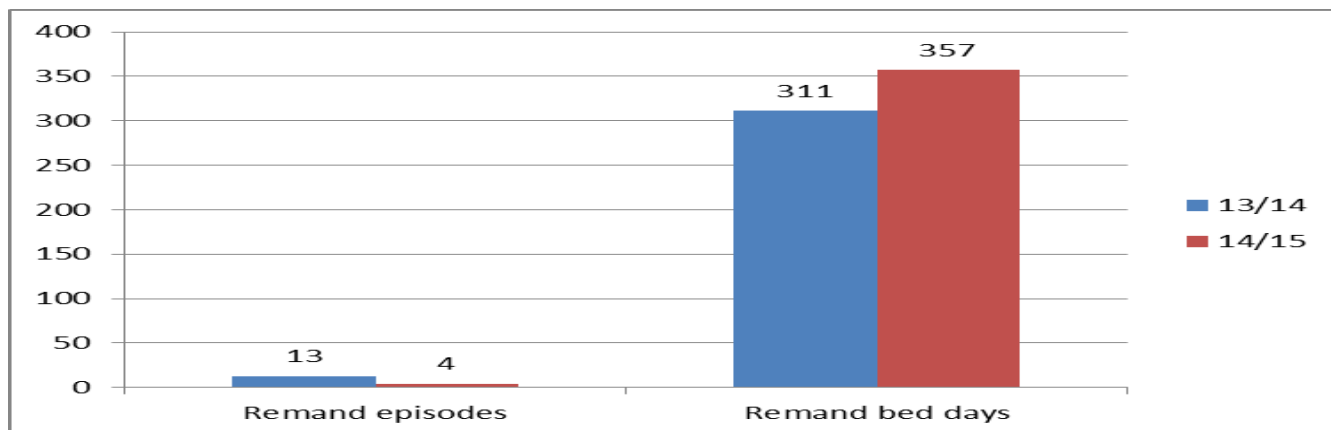
At the start of 2014/15 Harrow had 8 young people serving custodial sentences, there have been a further 7 new custodial sentences during the year.

At the end of March 2015 there are 4 young people in custody and 4 young people on a post custodial licence.

Remand Data

Over the past 2 years Harrow's numbers on remand have decreased considerably. There were a total of 13 remands in 2013/14 compared to 4 in 2014/15.

Although there were fewer remand episodes, the number of remand bed days increased. There were 311 in 13/14 and 357 in 14/15. This was namely due to the serious nature of offence(s). At the end of the year (31st March 2015) there were 2 young people on remand.



ETE

Rates for young people in Education, training or employment (ETE) have been variable over the year. Harrow's local target is 75%. The most recent ETE figure which represents the current ETE status of the open caseload at a snapshot (End March 2015) is 64.2%, this compares to 75.6% at the same point in the previous year (End March 2014).

The snapshot at the end of March 2015 showed 70.3% of young people aged 10-16 were accessing 25+ hours of education, and 56.7% of those aged 17-18 years were accessing 16+ hours.

Current ETE for Open Interventions							
Actively engaged in ETE	Total In Age Group	Total Actively Engaged	% Actively Engaged	Engaged in ETE for less than standard Hrs.	% Engaged in ETE for less than standard Hrs.	Total NEET	% NEET
Statutory School Age (25+ Hrs. ETE)	37	26	70.3%	4	10.8%	7	18.9%
Non Statutory School Age (16+ Hrs. ETE)	30	17	56.7%	2	6.7%	11	36.7%
Total	67	43	64.2%	6	9.0%	18	26.9%

Ethnicity

There have been some changes over the last 5 years to the ethnic make-up of Harrow's offending population.

Asian/Asian British makes up 41.1% of Harrow's 10-17 population, yet only accounts for 24.5% of the young offending population in 2014/15.

Young people of Mixed Ethnicity make up 8.8% of Harrow's 10-17 population. 2014/15 young offending figures are in line with this also coming in at 8.8%.

In 2014/15, 33.3% of Harrow's young offending population were White British. This represents a slight increase on the previous year (2013/14) where White British had dropped below the borough rate at 30.8%.

The most notable difference between local demographics and youth offending demographics can be seen in the Black/African/Caribbean/Black British group. This group are considerably over represented, making up only 12.9% of Harrow's 10-17 population but 32.4% of the youth offending population in 2014/15.

Over the past four years this group has been consistently over represented in youth offending services and the figure had been rising year on year. However the latest figure from 2014/15 of 32.4% demonstrates a 4.4% decrease from 2013/14 of 36.8%. Continued analysis and targeted resources will continue to be offered to over represented groups to ensure numbers continue to decrease.

Gender of young people convicted of an offence

Over the past 5 years Harrow's figures have been variable between 13.4% female to 17.1% female. The 2014/15 breakdown is 17.1% females (18) and 82.9% Males (87). Harrow has a higher proportion of females convicted of an offence (17.1%) than the national average (14.07%). In the previous year the national average was much higher (19.14%) and Harrow came in under this figure (16.1%).

A specific approach is required to meet the needs of females within the Youth Justice System and this will need to be considered when resource planning.

Internal Performance Measures

Regular performance monitoring has been embedded within the YOT over the past two years. Performance support and regular monthly and weekly reports have continued to be developed to ensure timeliness and compliance of key processes in line with national standards. The table below represents progress made between 2013/14 and 2014/15 against key targets. Although progress can be demonstrated, targets remain very challenging at 95%.

Target	Description of Measures/Indicators	Full Year Figure 2013-14	Q1 2014-15	Q2 2014-15	Q3 2014-15	Q4 2014-15	Full Year Figure 2014-15	Full year comparison between 2013/14 and 2014/15
1	% ASSETS Completed within 15 days (20 days for referral orders)	88.9%	86.7%	92.0%	90.0%	90.9%	90.7%	1.8%
2	% Interventions with Plans completed within 15 working days (Referral Orders - 20 days)	70.1%	76.7%	78.3%	80.0%	59.4%	72.4%	2.3%
3	% ROSH's (Risk of Serious Harm Assessment) that were countersigned in period	70.1%	90.0%	87.7%	90.2%	94.0%	90.3%	20.2%
4	% Risk Management Plans (RMP) and Vulnerability Management Plans (VMP) countersigned in period	70.7%	100%	95.2%	89.0%	83.3%	91.9%	21.2%
5	Of those appropriate for Home Visits, % having them within 28 days of the intervention start	60.6%	80.8%	75.0%	72.7%	67.9%	74.0%	13.4%
6	What do you think forms - Proportion of current caseload having a what do you think form? (proportion of start ASSET's having a what do you think form)	77.8%	96.2%	82.6%	100%	75.9%	87.5%	9.7%
7	Education Training & Employment - Proportion of young offenders who are 'Actively engaged' in education, training and employment (ETE) currently. Based on current caseload (25+hrs for statutory school age and 16+ hrs for 17-18 year olds) (This does not include those in custody or on remand)	75.60%	59.7%	64.2%	67.1%	64.7%	64.70%	-10.9%

The most positive increases can be seen in countersigning for ROSH (20.2% increase) and countersigning for RMP/VMP (21.2% increase), which demonstrates an improvement in the quality of documents being produced.

Home visits within timescales have increased from 60.6% to 74%, although this is still a challenge to meet the 80% target. A dip in performance during Q4 has had an impact on the year's figures. A home visit is only considered when a young person is seen within their family home regardless of number of attempts. Further work will be done at court stage to ensure families and young people are aware that a home visit is a statutory appointment and non-compliance could lead to breach of order.

ASSET completion has remained stable with a small increase to 90.7%. Completion of 'What do you think' forms is at 87.5%, which is an increase of 9.7% on the previous year.

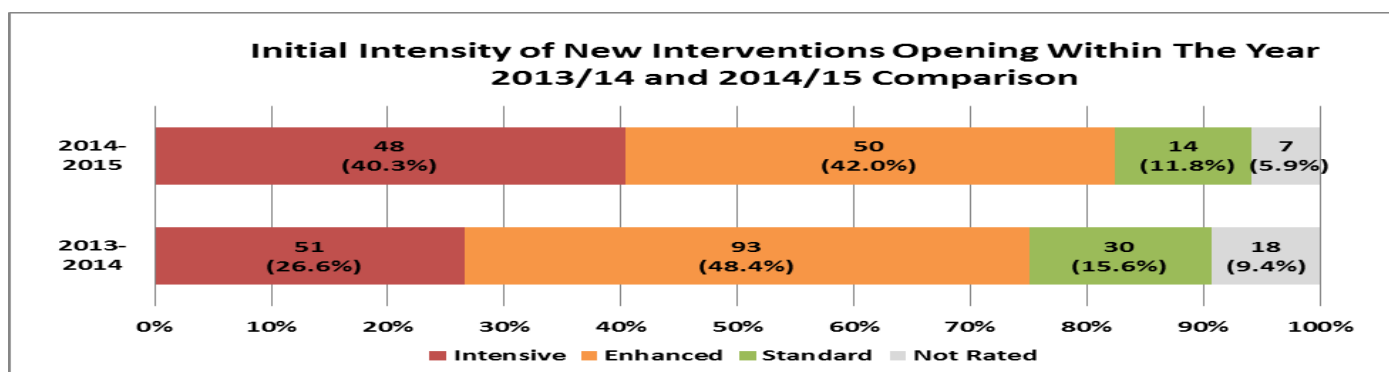
Intervention plans have only increased slightly by 2.3% to 72.4%. Plans have been negatively impacted by a dip in performance during Q4 of 2014/15. This was mainly due to the shortage in panel members to sit on Referral Order Panels, which is where young people agree their statutory work plan. A recruitment drive has since taken place and 5 new panel members have been recruited.

Numbers engaged in ETE have reduced from 75.6% at the end of 2013/14 to 64.7% at the end of 2013/14. The full time education specialist role will support to ensure education opportunities are available and accessed by young people within the criminal justice system. Reforms to SEND provision and Transforming Youth Custody agenda will also support improved education outcomes and provision for young people within custodial facilities.

Caseloads

The significant drop in numbers of young people offending has led to a decrease in overall caseload numbers which is a national trend across Youth Offending Teams. There has been a 25% decrease in the numbers of young people worked with when comparing like data from Q4 2013 /14 and Q4 data 2014/15.

Despite the drop in numbers, the complexity of cases has increased. The below table demonstrates a 13.7% increase in those assessed as requiring an intensive level of intervention. In 2013/14 intensive cases accounted for 26% of overall caseload, whereas in 2014/15 it accounts for approx. 40% of the total caseload.



National YJB performance data

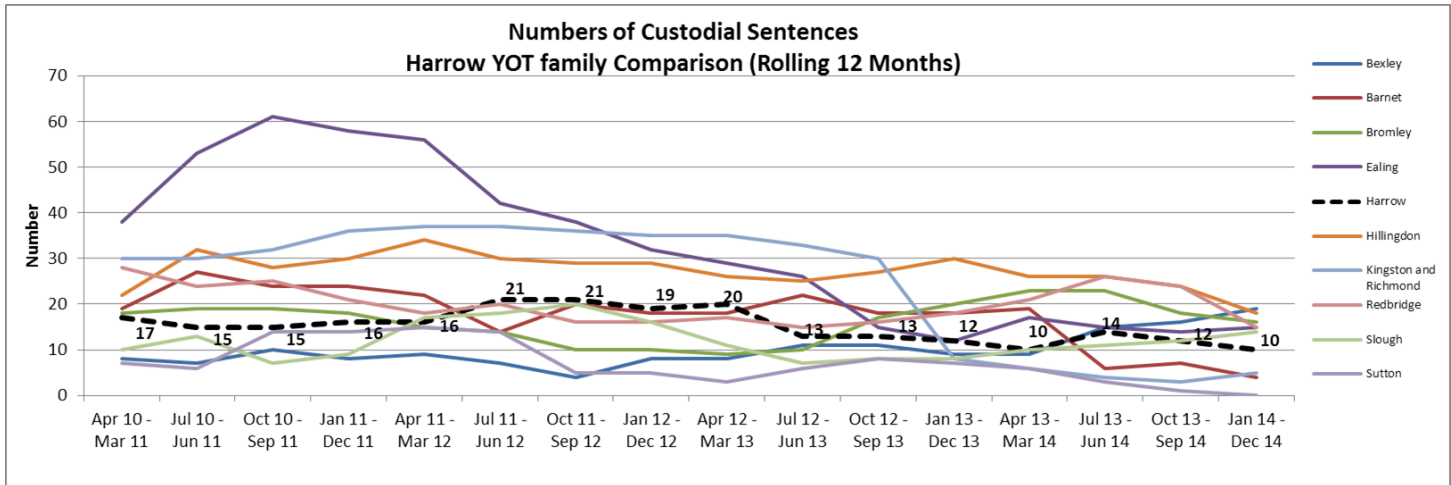
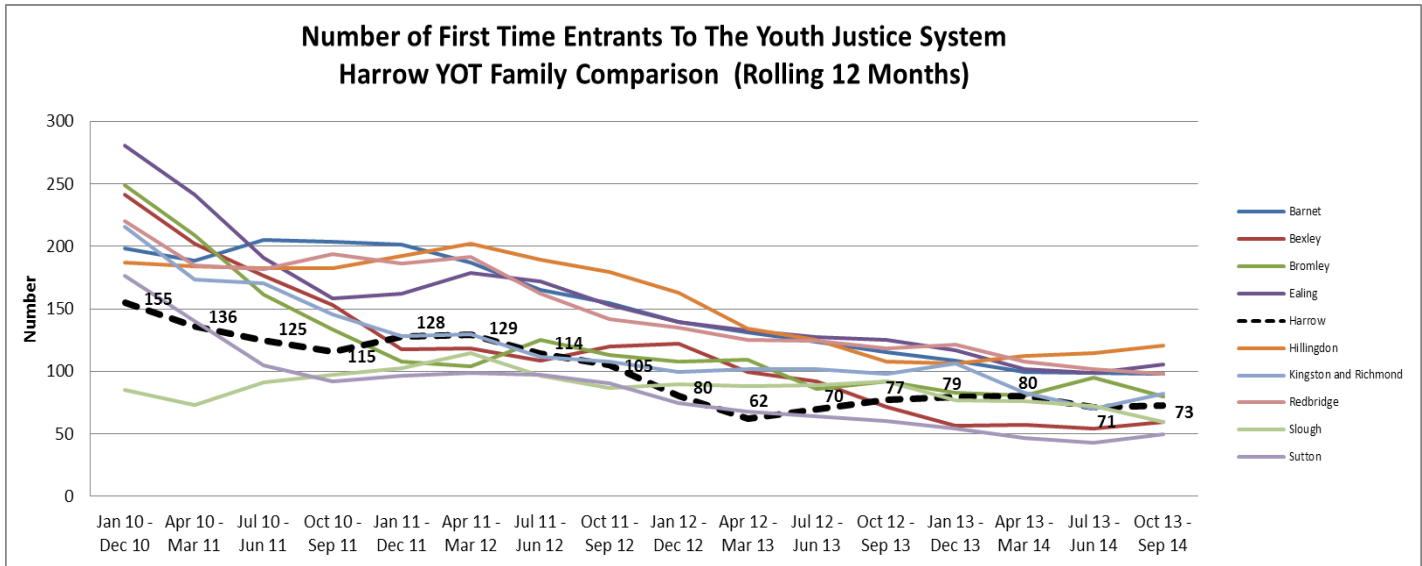
Harrow YOT continues to have comparably good results for first time entrants and custody rates. Re-offending remains a challenge with the latest figure showing a 4.5% increase on the previous year, which comes in higher than London and YOT family averages. Increased re-offending rates continue to be a national issue across Youth Offending services.

Cohorts of those reoffending will continue to be analysed and presented to management boards to assist in identifying trends and resources to reduce reoffending. Intensive packages of support continue to be offered to those assessed at high risk of reoffending and the reoffending toolkit will be used to identify live trends to ensure data gathered can be used to shape intervention delivery.

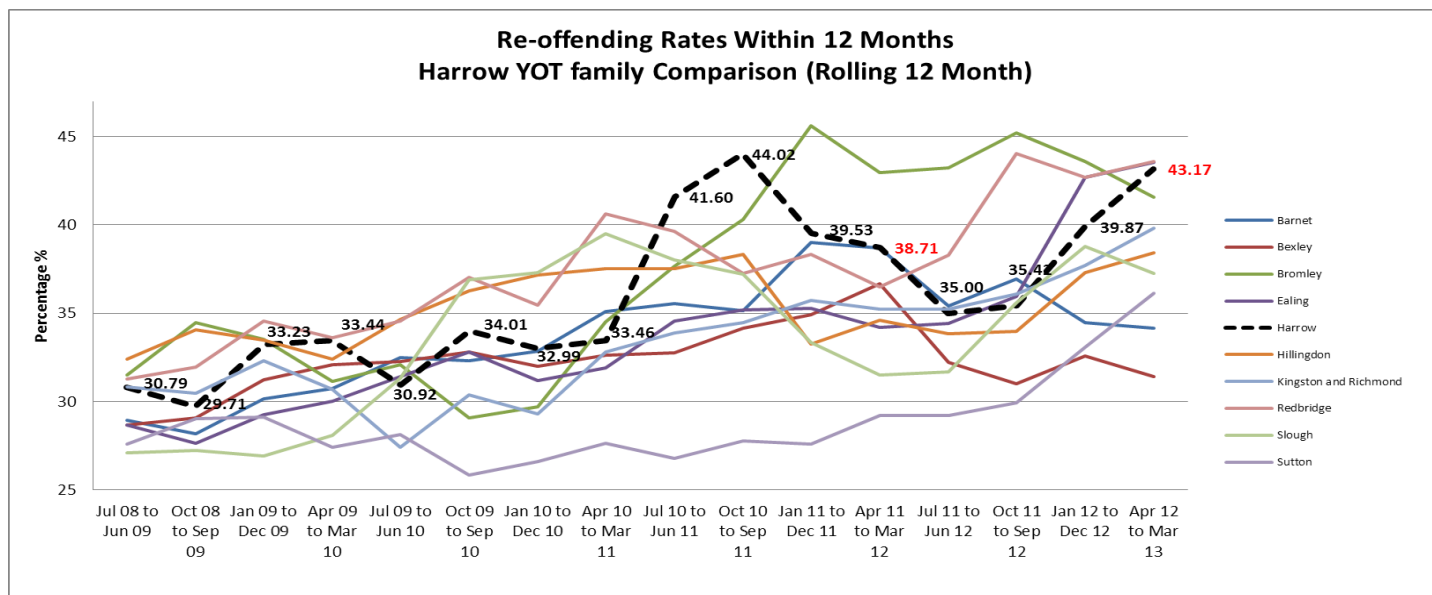
	Harrow	London	YOT Family	England
FTE PNC rate per 100,000 of 10-17 population **Good performance is typified by a negative percentage				
Oct 13 - Sep 14 (latest period)	311	430	310	417
Oct 12 - Sep 13	327	487	360	465
percent change from selected baseline	-4.6%	-11.7%	-13.9%	-10.3%

Use of custody rate per 1,000 of 10 -17 population **Good performance is typified by a low rate				
Jan 14 - Dec 14 (latest period)	0.43	0.73	0.44	0.43
Jan 13 - Dec 13	0.51	1.00	0.59	0.55
change from selected baseline	-0.08	-0.27	-0.15	-0.12
Reoffending rates after 12 months				
frequency rate - Apr 12 to Mar 13 cohort (latest period)	1.08	1.16	1.04	1.08
frequency rate - Apr 11 - Mar 12 cohort	1.04	1.06	0.95	1.02
change from selected baseline	0.04	0.10	0.09	0.06
Binary rate - Apr 12 to Mar 13 cohort (latest period)				
binary rate - Apr 11 - Mar 12 cohort	38.7%	39.2%	36.1%	35.4%
percentage point change from selected baseline	4.5%	2.4%	3.1%	0.6%

The below graphs show YJB data against Harrow's "YOT family" against the following three outcome indicators; First Time Entrants, Reducing the use of custody and Reducing Reoffending.



Over the past 3 years, Harrow's numbers in custody have been varied from between 12 and 21 in any 12 month rolling period. The last quarter has shown a slight decrease in figures with the latest 12 month rolling period (Oct 13 - Sep 14) showing 10 custodial sentences. This is back down to the lowest rate over the past few years. Unlike other indicators, there is no significant trend in the number of custodial sentences across the YOT family group.



The YJB official re-offending statistics operate at a lag with the latest available reporting period for Apr 12 – Mar 13 (young people who received a court/pre-court disposal or who were released from custody in the period and subsequently re-offended within a 12 month period)

Within Harrow's YOT family the general trend shows a considerable increase in the re-offending rate between the Jul 08 - Jun 09 cohort and the Apr 12 - Mar 13 cohort. This upward trend is also reflected in London wide and national figures.

Harrow's re-offending rate increased between Apr 10 - March 11 and Oct 10 - Jun 11 cohorts reaching the second highest rate in the YOT family with 44%. This fell over the following four quarters down to a rate of 35%. In the last two quarters Harrow's figures have started the rise again with 43.17% in the latest reporting period (Apr 12 - Mar 13) bringing Harrow to the 3rd highest in the YOT family.

Harrow's most recent re-offending rate of 43.17% accounts for 60 re-offenders from a cohort of 139. The size of the cohort and the number of re-offenders have decreased consistently over time, however with a lower cohort and lower numbers of FTE's the proportion of re-offenders has increased. In the latest period (Apr 12 - Mar 13) there were 60 re-offenders compared to 84 in the same period for last year (Apr 11 - Mar 12)

The alternative measure for re-offending is the frequency rate which represents the average number of re-offences per offender. In the latest reporting period (April 12- March 13) the average number of offences committed by re-offenders was 1.08 this is an increase on the previous year (April 11 – March 12) which was 1.04.

YOT and Children Looked After

A snapshot of the YOT current caseload in May 2015 shows that there were a total of 13 young people who were also looked after, this represents 16.25% of the YOT caseload. 5 young people became Looked after due to a remand status. During the first 6 months of 2014/15 (April – September) there were 41 first time entrants, 11% had been looked after at some point during the

previous year. Of the 41, 13 re-offended, 7 (53.8%) of whom had been in the looked after group. This suggests that the cohort with looked after involvement (both current and previous) were more at risk of re-offending.

Safeguarding

Any serious incidents as defined by YJB Community Safeguarding Public Protection Incidents (CSPPI) are reported to LSCB. The Youth Justice Board has reported an increase in the number of reported CSPPI's and this trend is also reflected in Harrow. Harrow YOT has reported 5 serious incidents to LSCB in 2014/2015. Three were for Public Protection incidents and two were for Safeguarding.

Public Protection Incidents;

Two were for the same incident where young people known to Harrow YOT were charged and subsequently convicted of Murder, and the third where a young person was stabbed in the leg.

Safeguarding;

Two incidents of safeguarding were reported which occurred within the secure estate who contributed towards the completion of a CSPPI notification. Both were in relation to allegations of inappropriate conduct by staff members from within the secure estate.

All incidents had a Critical Learning Review completed and were shared at YOT Partnership Board.

Inspection

Harrow YOT were subject to a Short Quality Screening Inspection in October 2014 which identified some areas of improvement in Management Oversight, quality and consistency of safeguarding practice across the service and improved understanding of practice such as MAPPA.

An improvement plan has been completed having been monitored through the Youth Offending Partnership Board. As a result of the SQS Harrow has been designated a priority YOT by the YJB.

Youth Justice Board colleagues are due to attend Harrow YOT on 14th and 15th July to audit (alongside managers) 20 cases to identify any improvements and ongoing areas of improvement.

Staff Training

Harrow Youth offending team have recruited and trained 5 volunteers to become Referral Order Panel members which has assisted in increasing the frequency at which panels can be held, and should have a positive impact on timeliness of panels occurring.

Team Manager has attended YJB Peer review training and is due to be part of a peer review process in October 2015. As well as attending Prince2 project management training. Deputy Team Manager has also accessed training regarding quality assurance and countersigning of documents, as well as participating in Harrow Council's leadership programme.

In addition regular workshops take place after monthly team meetings where all staff deliver some awareness / training sessions in house. This has included Restorative Justice, emotional engagement with young people, SEND reforms and MAPPA. CSE training has been accessed online across the directorate, and future training has been booked for a Workshop to raise awareness of Prevent – (WRAP). This is in line with YOT's revised duty under The Counter Terrorism and Security Act 2015 which came into effect in February 2015.

A joint CIN and YOT workshop has also taken place to ensure there is increased partnership working and understanding of safeguarding needs of young people within the Criminal Justice System.

Interventions

Harrow YOT continues to offer a range of interventions to support delivery of plans. The revised structure currently in implementation phase has also supported to increase staffing capacity. Frontline YOT practitioners have increased from 3 to 5.5; a

dedicated 1.5 Restorative Justice (RJ) post has been created to assist embedding RJ practices across the Youth Offending Team. A dedicated 0.5 victim worker role; A full time education specialist role; increased Mental Health provision from 2 to 3 days; an additional Deputy Team Manager.

In addition to staffing, Harrow YOT also access and commission a range of bespoke services to ensure tailor made intervention plans are readily available for young people.

Harrow YOT are working alongside Harrow School and embarking on a Tallships project taking 10 young people from Harrow School and 10 young people known to Harrow YOT sailing across the channel Islands for 7 nights. All young people known to the YOT are accessing a mental toughness programme pre and post the event and will also be linked to mentors who will continue to support them. If successful, the intention is to run a programme of its kind annually.

Domestic Violence workers remain commissioned within the youth offending team and provide bespoke packages of support to both perpetrators and victims of domestic violence.

Goals is an in house motivational programme delivered by those within the YOT, and provides a motivational and aspirational 3 day programme to inspire young people to believe in themselves and set targets of achievement.

Goldseal music production continues to be commissioned and provides a platform for young people to gain qualifications through media.

Urban First Aid were not commissioned to provide any further work. The learning from this was the provider was unable to offer a more flexible approach to those within the Youth Justice System, such as "bite size" delivery times/sessions and recognition of differing learning styles.

Parenting programmes continue to be accessed through the Early Intervention Service and provide access to parenting groups, 1-1 support as well as specific groups for parents with children in the Criminal Justice System delivered by Ignite, A charity organisation based in Harrow.

Key Achievements

Key achievements in the last year have included:

- Reducing the use of Custody (8%)
- First Time Entrants decreased by (4.6%)
- Reduction in number of young people remanded (30%)
- Commissioning of a new IT system
- Restructure of Youth Offending Team

Key Priorities for 2015/16

The Harrow Youth Offending Partnership Youth Justice Plan, has set the following key priorities

- Reduce youth reoffending and the use of custody and remands
- To support the delivery of the Troubled Families (Families First) agenda
- To ensure that Looked After Children known to YOT have the best life chances
- To respond to child sexual exploitation
- To ensure risk of harm / reoffending, planning and interventions are of high quality and produce good outcomes
- To ensure compliance with Working Together and the work of the Harrow LSCB.