

# Youth Justice Plan

<b>Service</b>	Wokingham Prevention and Youth Justice Service (PYJS)
<b>Service Manager/ Lead</b>	Bea Nigolian, PYJS Manager Kelli Scott, Service Manager, CWD, Early Help and PYJS
<b>Chair of PYJS Board</b>	Adam Davis, Assistant Director, Social Care and Early Help

## CONTENTS

1. Introduction, vision, and strategy .....	2
2. Local context .....	4
3. Child First .....	6
4. Voice of the child .....	7
5. Governance, leadership, and partnership arrangements .....	7
6. Resources and Services .....	9
7. National Key Performance Indicators .....	10
8. Children from groups who are over-represented .....	19
9. Prevention .....	20
10. Diversion .....	21
11. Education .....	21
12. Workforce Development .....	22
13. Service Development Plan .....	22
14. Sign Off, submission and approval .....	33
15. APPENDIX 1 -Staffing Structure .....	34

## 1. Introduction, vision, and strategy

### Foreword by Adam Davis, Assistant Director for Social Care and Early Help, Wokingham Borough Council:

As Chair of the Prevention and Youth Justice Service (PYJS) Management Board, I am pleased to present Wokingham's Youth Justice Plan for 2023-2024, as mandated by the Crime & Disorder Act 1988. It reflects the key achievements of the Wokingham PYJS across 2022-2023 and sets out the priorities for the year ahead.

### **Key Achievements for 2022-2023**

Looking back at the past year, some of the notable achievements include:

- *Establishing the Turnaround Programme:* Utilising the grant from the Ministry of Justice to develop additional prevention pathways and expand the support available to Wokingham children on the cusp of offending.
- *The development of the PYJS Management Board:* Supported by a number of activities over the past 12 months, culminating with the Board development day in February 2023.
- *Making staff satisfaction a priority* through an extensive training offer; identifying new career pathway opportunities; ensuring workloads remain manageable and supporting hybrid ways of working, which enable a good work/life balance.
- *Strengthening partnership arrangements* by setting up the six-monthly Partnership Evaluation Mornings.
- *A review of the Referral Order process*, including the development of new templates for all the reports and contracts; and recruitment of new panel members.
- *Prioritising education*, with focus on the implementation of the Exclusion Prevention Programme; and enhancing communication with schools, the Education Welfare Service, the Education Psychology Service and the NEET prevention team (Elevate).
- *Evaluating and then enhancing our intervention offer*, including an induction pack, and identity focused interventions.
- *Bringing children to the forefront* by developing a structured approach to capturing their voice (and the voice of their parents) and ensuring this informed our practice.

In addition to the above, the Wokingham PYJS have continued to perform well against government indicators, with low rates of First Time Entrants (FTE) into the criminal justice system, coupled with low re-offending and custody rates.

### **Key Priorities for 2023-2024**

Across the next year, the Wokingham PYJS will focus on further enhancing the prevention offer, children's participation and the professional development of the staff team. Several key operational and strategic objectives have been identified to support these activities, which include:



- *Enhancing the Exclusion Prevention Programme:* We commenced the pilot of this programme in September 2022. This year we need to evaluate the impact, develop a process to monitor our work, and cement our relationships with local schools so that we can continue to grow the programme.
- *Enhancing our support for children with Special Education Needs and Disability (SEND):* In May 2023 we earned the Youth Justice SEND Quality Mark. We aim to streamline our partnership with the SEND Team and work towards the Youth Justice Quality Lead award.
- *Enhancing the prevention offer:* Expanding our Early Prevention (outreach work) and developing of our pre-charge bail offer.
- *Embedding an anti-discriminatory stance in our practice:* During the past year we have evaluated our practice with peer-on-peer reviews and have undergone substantive training in this area. This year we want to further embed this learning, to ensure that we achieve better outcomes for children from ethnic minority groups.
- *Enhancing our Participation Strategy:* We have started collecting feedback from children and families. This year we need to build on our participation activity to ensure we consistently use the voice of the child for practice development.
- *Establishing a QA Framework:* Developing a written framework to underpin the quality assurance mechanisms implemented in previous years.
- *Strengthening Restorative Practice:* Developing victim focused practice, both in terms of victim safety and increasing the number of victims supported.

A handwritten signature in black ink, appearing to read 'Adam Davis'. The signature is fluid and cursive, with a large initial 'A'.

Adam Davis  
Assistant Director,  
Social Care and Early Help & Chair of the PYJS Management Board  
Wokingham Borough Council

## 2. Local context

Wokingham is an attractive market town in Berkshire, with excellent road and rail links, good schools, and low levels of crime. We are a lean organisation: we have low funding and the smallest number of staff per resident of any unitary authority.

The Borough's vision for 2020 to 2024 is to be *'a great place to live, learn, work and grow and a great place to do business.'* Having safe and strong communities is one of the six priorities of Wokingham Borough Council's strategic plan, and to which the Prevention and Youth Justice Service contributes greatly.

The Wokingham Borough Council Community Profile 2022/2023<sup>1</sup> provides an analysis of the local population using data from the 2021 Census available on the ONS website (Census - Office for National Statistics (ons.gov.uk)). This includes comparisons between England and the South-East region. The report indicates the following:

### Population composition

Wokingham Borough has a total population of 117,502 people. The Borough's population has increased by 59% in the last 50 years. This compares to a 25% increase for England, showing that Wokingham Borough is growing at a faster rate than the country as a whole. We have a high proportion of children and young people, with 20% of residents aged between 0 and 14 years (17.4% across England). The Borough has a fairly evenly split population between males (51%) and females (49%)<sup>2</sup>.

### Population ethnicity

The majority of the Wokingham Borough population are White English, Welsh, Scottish, Northern Irish or British (72.7%). Asian Indian is the second most commonplace at 7%, closely followed by Other White at 6.1% (white European, White Gypsy Roma Traveller). Since 2011, Wokingham Borough has become more ethnically diverse, with a particular increase in the number of people identifying as Indian, Pakistani, African, or Other White<sup>3</sup>.

### Poverty and Deprivation of children

The percentage of Wokingham children (under 16 years of age) living in low-income families is 6.3%, significantly lower than in England (15.1%) and the South-East region (11.6%)<sup>4</sup>.

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<sup>1</sup><https://app.powerbi.com/groups/me/reports/15068f06-bef8-4611-9e52-a929f2d933a6/ReportSection5216a890feec517c7480?ctid=996ee15c-0b3e-4a6f-8e65-120a9a51821a&experience=power-bi>

<sup>2</sup><https://app.powerbi.com/groups/me/reports/15068f06-bef8-4611-9e52-a929f2d933a6/ReportSection5216a890feec517c7480?ctid=996ee15c-0b3e-4a6f-8e65-120a9a51821a&experience=power-bi>

<sup>3</sup><https://app.powerbi.com/groups/me/reports/15068f06-bef8-4611-9e52-a929f2d933a6/ReportSection5216a890feec517c7480?ctid=996ee15c-0b3e-4a6f-8e65-120a9a51821a&experience=power-bi>

<sup>4</sup> <https://wokingham.berkshireobservatory.co.uk/>

When compared to England, the percentage of secondary pupils eligible for and claiming free school meals is significantly lower: 5.4% versus 15.3%. However, it is higher when looking at children from special schools -18.3% versus 5.2%<sup>5</sup>.

## Education and Special Education Needs

The percentage of Wokingham population that are students is 21.4%, slightly above the English percentage of 20.4%<sup>6</sup>.

Wokingham has fewer secondary school children with Special Education Needs (SEN), 7.2%, when compared to both England, 11.9%, and the Southeast region, 11.7%.

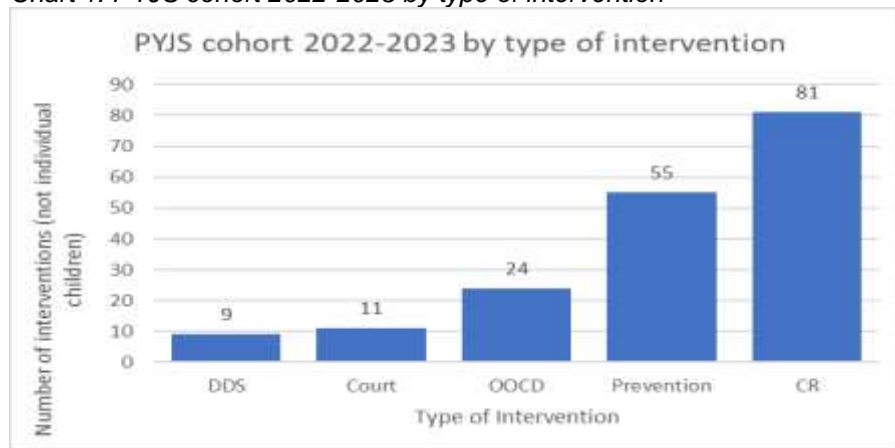
The percentage of 16- and 17-year-old children not in education, employment or training is also lower than the national percentage, 3.9% versus 5.9%<sup>7</sup>.

## The Prevention and Youth Justice Service cohort

### Strands of work

Our 2022-23 throughput has reduced by 13% when compared to the previous year, with a total of 180 cases, down from 207 (Chart 1). Our main strand of work continues to be diversion, which encompasses Community Resolutions (CR) and Drug Diversion Schemes (DDS), followed by prevention. Out of Court Disposals (OOC) and Court cases represent the minority of our work.

Chart 1: PYJS cohort 2022-2023 by type of intervention



### Offences

In order to analyse trends regarding the offences of the PYJS cohort, we have produced two charts. Chart 2 is a representation of the offences resulting in a PYJS intervention during 2022-2023. Chart 3 is a comparison of offences in 2021-2022 and 2022-2023. The comparison with the previous year shows a decline in Drug, Weapon, Robbery and

<sup>5</sup> <https://wokingham.berkshireobservatory.co.uk/>

<sup>6</sup> <https://wokingham.berkshireobservatory.co.uk/>

<sup>7</sup> <https://wokingham.berkshireobservatory.co.uk/>

Sexual offences and an increase in Motoring offences. Violence against the person remains the most prevalent type of offence within our cohort.

Chart 2: Offences for PYJS 2022-2023 cohort

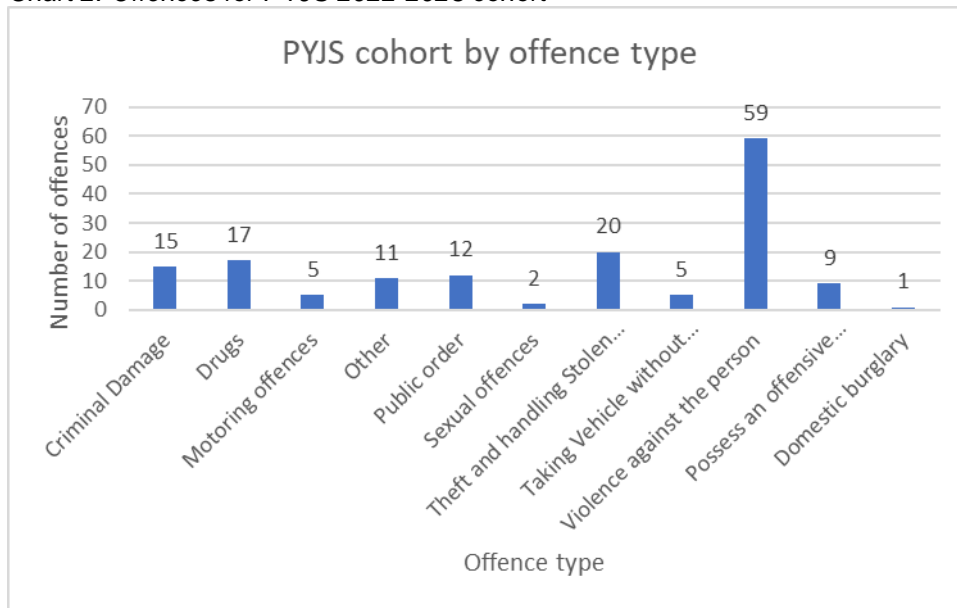
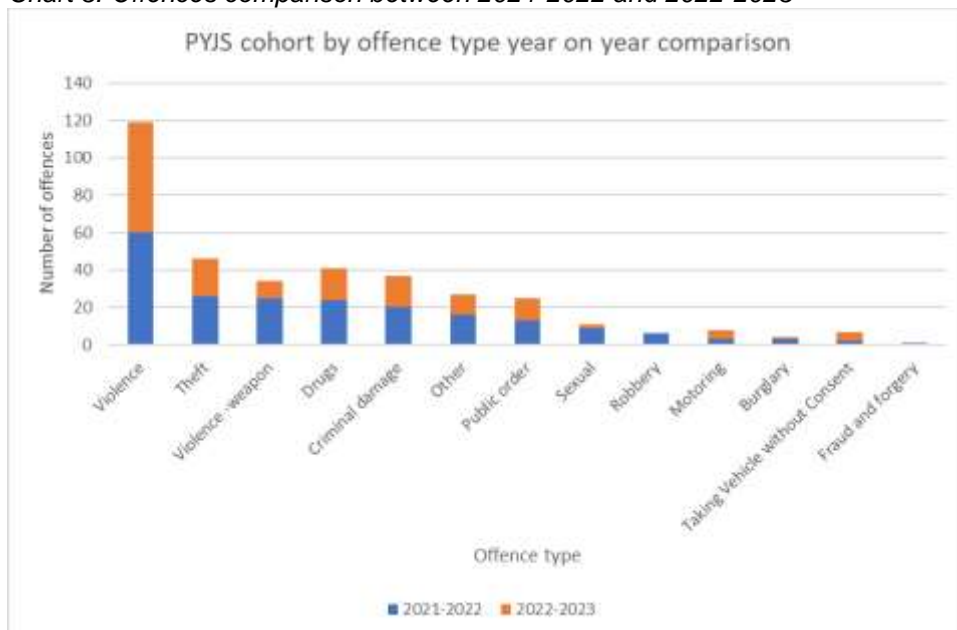


Chart 3: Offences comparison between 2021-2022 and 2022-2023



### 3. Child First

We continue to deliver our work with children at the forefront of everything we do, with some specific examples being:

- Using the “4W’s” to structure the assessment: this refers to how we capture the child’s views during the assessment process - “why me, why now, why does it continue and what can I rely on”. This is how we undertake case formulation from the child’s perspective.

- Children's views incorporated in the assessment period.
- Co-produced plans.
- Safe spaces and opportunities to talk.
- Creating "My Wokingham": this is a wall in our office where children hang pictures of "their Wokingham," spaces that are important to them, which elicit good memories and where they feel safe.
- Children's views on furniture placement: this refers to a survey we carried out with children, where they reported that our office decor was "too white." Our response to it was to redecorate the interview rooms with colourful furniture.
- Variation in interventions: this refers to listening to what children enjoy and like during their sessions and adapting our interventions to meet their needs and interests. For example, using an interview of the singer Billie Eilish (a favourite artist of the child), to help them reflect on challenges, barriers and identity issues.

#### 4. Voice of the child

This year we have captured the voice of our children more robustly and consistently than at any time previously. Their voice has also influenced our practice and the design of our office space.

We also capture the voice of children and families during our exist interviews at the end of each intervention. It is an opportunity to understand the quality of our work and the impact it has had on children. One parent suggested that we include a question about whether they would recommend our service to other parents in a similar situation; this question is now included in the survey.

Most parents reported noting positive changes in their children after the PYJS intervention.

#### 5. Governance, leadership, and partnership arrangements

The Prevention and Youth Justice Service (PYJS) is led by the Team Manager and has an independent structure within the Children Services (Social Care and Early Help) Directorate. The PYJS is responsible for the delivery of prevention (one to one and community outreach), formal and informal diversion and statutory work. The service is also responsible for providing Appropriate Adult services to Loddon Valley Police Station and for Return Home Interviews for Wokingham children who are reported missing within the Borough.

The Team Manager has thirteen years of youth justice experience and is supervised by the Service Manager of the Children with Disabilities, Early Help and Prevention and Youth Justice Services at Wokingham Borough Council.

##### **Local Governance Arrangements: the PYJS Partnership & Management Board**

The governance arrangements for the Wokingham PYJS are held by the PYJS Partnership and Management Board. The Chair of the Board is the Assistant Director for Children's Services (Social Care and Early Help), Adam Davis. The vice-chair of the



Board is Kim Jones, the CAMHS Service Manager. Other Board members include representatives from the Police, Probation, the Education Welfare Service, the NEET Reduction Team, the Court and the Community Safety Partnership (CSP).

Representatives from the Youth Justice Board and the Office of the Police and Crime Commissioner – Thames Valley, have also attended some of the Board meetings as critical friends.

### **Partnership Arrangements**

All our partners attend our monthly Team Meetings to provide regular updates about their services. In addition, twice a year we hold Partnership Evaluation Mornings, where the PYJS and partners get together to discuss, evaluate and enhance our partnership arrangements.

### **Health Justice Team**

Any young person who is in contact with Wokingham PYJS is eligible for a consultation from the Health and Justice practitioners (CAMHS, Speech and Language Therapist, Nurse). The Health Justice Team has been fundamental to improving outcomes for our children. All children allocated to the PYJS will be screened by them. If required, Youth Justice Workers will have specific case consultations with the health workers. Following consultation, some children will receive direct assessments of their health needs. These may be standard physical health or mental health assessments. Some direct CAMHS and other health interventions are also offered to children.

### **Substance Misuse**

Substance misuse services in Wokingham are delivered by Cranstoun. All our children are screened for substance misuse needs as part of their assessment. Where substance misuse needs have been identified, we have embedded in our case management guidance that the child must be referred to our partners, Cranstoun, for tailored interventions.

In addition, Cranstoun deliver the Drug Diversion Scheme for children arrested with small amounts of cannabis. They also deliver a bespoke intervention for children affected by “County Lines”; and offer substance misuse support and family support for children affected by parental substance misuse.

During 2022-2023, we have expanded our partnership with Cranstoun and have now implemented bi-monthly workshops for children who require Tier 1 support (some level of substance misuse or experimentation, not including Class A). These workshops are also targeting children who are vaping, as we recognise the health risks associated with this practice.

### **Education**

We have robust partnership arrangements with the Education Welfare Service (EWS) and the NEET Prevention (Elevate Team). Both also have representatives at our Partnership & Management Board. The EWS provides a screening of all children



allocated to our service. This allows us to have up to date information about children's school attendance and any areas of concern from the onset. By receiving prompt information about the setting the child attends, we are able to make immediate contact with them to discuss the child further.

The NEET Prevention team supports our 16 plus children who are not in education, training, and employment. We also make referrals to this team when a child is in Year 11 and want to explore their further education options.

In 2022-2023, we developed our partnership with the Education Psychology team. They have been instrumental in upskilling the team around Education, Health and Care Plans (EHCPs) and supporting an evaluation of the PYJS cohort regarding special education needs.

The PYJS attends the School Behaviour Leads meeting every term, which helps to maintain close links with the education community.

We deliver Early Prevention work at secondary schools by way of Weapon Awareness presentations during morning assemblies.

## **Police**

We work closely with Thames Valley Police (TVP), including both the Local Police Area (LPA) and the Youth Justice Unit (YJU). The LPA supports us with information sharing and safeguarding by attending the Exploited and Missing Risk Assessment Conference (EMRAC). The YJU and PYJS are jointly involved in the decision-making process for Out of Court Disposals (OOC). The YJU is also responsible for seconding a Police Constable (PC) to our Service to support the team by delivering OOC, specific interventions or pieces of work.

## **Probation**

Probation secondment arrangements continue to be limited. The National Probation Service has found it difficult to fill the secondment role across all Thames Valley Youth Justice Services, leaving individual teams to plan for this provision.

When children transfer from the PYJS to Probation, we ensure there is a collaborative three-way exchange, where they are involved with both the PYJS Probation Link worker and the Probation Officer throughout the process.

The Probation Service is also represented at our Partnership & Management Board.

## **6. Resources and Services**

The service is funded by the Local Authority and grants from the Youth Justice Board. In addition, we receive in kind contributions from the Health Justice Team and Police. The National Probation Service funds the Probation Link worker.

The service has also received additional funding through the Turnaround Programme from the Ministry of Justice, which is being used to fund staffing costs associated with implementing and delivering the programme, as well as tailored spending for the allocated children.

The YJB Grant mainly funds (part of) our staffing costs. We rely on the Local Authority contributions for the remainder of the staffing costs and overheads, particularly to fund activities and constructive programmes for our children. Using Police and Crime Commissioner funds, our Community Safety Partnership has confirmed that the PYJS will receive part funding for an additional Youth Justice Worker to support the delivery of the Exclusion Prevention Programme.

## 7. National Key Performance Indicators

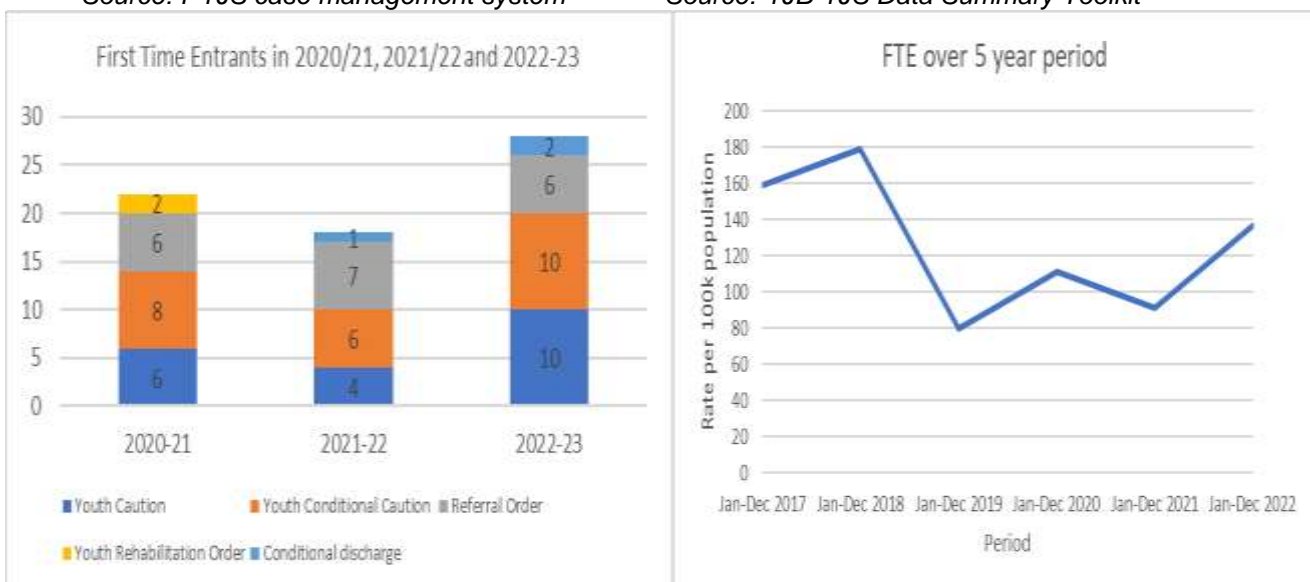
Performance against the nationally measured targets, supporting data and a narrative of what the service is doing to reduce current rates for each KPI, is reported below:

### KPI: First Time Entrants

Data from our case management system indicates that there has been an increase in our First Time Entrants (FTE) (Chart 4). When exploring these figures, it is important to note that 2020-21 and 2021-22 were impacted by the Covid-19 pandemic, when all crime rates reduced nationally. Therefore, when looking at the FTE data across a five-year period (Chart 5), whilst current figures show an upward trend, they remain below pre-covid levels.

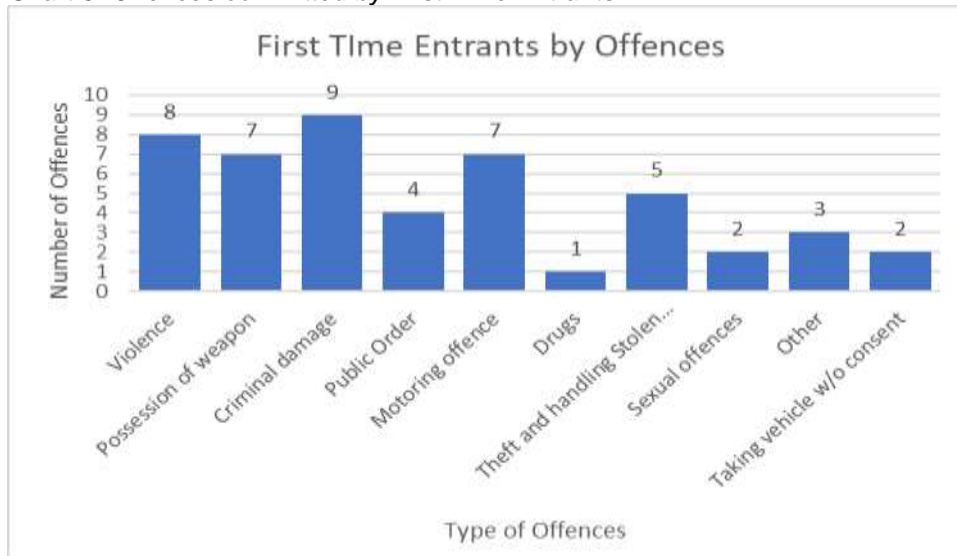
*Chart 4: FTE compared across three years  
Source: PYJS case management system*

*Chart 5: FTE rate across five-year period  
Source: YJB YJS Data Summary Toolkit*



In analysing the types of offences committed by First Time Entrants, violence, criminal damage and weapon-related offending have been the most prevalent (Chart 6 below). Although all weapon related matters are of concern, a more detailed analysis evidenced varied levels of severity within the weapon related offences of our FTE. None of these children have to our knowledge re-offended.

Chart 6: Offences committed by First Time Entrants



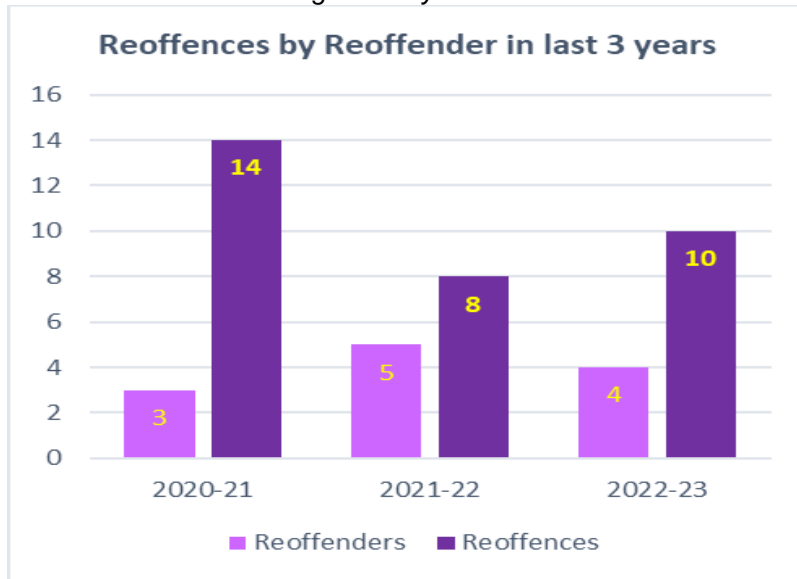
### What is PYJS doing to reduce First Time Entrants?

We are focusing on developing our prevention pathway; the number of prevention interventions has increased by 22% over the past year. This is due to an enhancement of our offer through the Exclusion Prevention Programme and the pre-charge bail pathway, supported by the Turnaround Programme.

### KPI: Re-offending

The local re-offending data obtained from our case management system across the past three years is shown in the Chart 7 below. When compared to last year, the number of re-offenders has reduced, although the number of re-offences per re-offender has increased. When looking at the increase in re-offences, we are aware that two children had six re-offences between them due to motoring incidents (one motoring incident will in itself result in several different charges). If we consider the percentage of our caseload, in 2021-2022, five re-offenders represented 24.15% of the caseload, whilst in 2022-2023, four reoffenders represented 22.22% of the caseload. This is confirmed by the data provided by the YJB YJS Data Summary toolkit, which shows that re-offending, re-offences and binary rates (percentage of offenders that have reoffended), all appear to be on a downward trajectory.

Chart 7: number of reoffenders and reoffences by re-offenders  
Source: PYJS case management system



### What is the PYJS doing to reduce re-offending rates?

We have focused on trauma informed approaches to help us improve the way we work with children. We use line supervision sessions to actively discuss how case workers can respond to and work with children who have experienced Adverse Childhood Experiences (ACEs).

### KPI: Use of Custody

During 2022-2023, no Wokingham child was remanded in custody.

### Additional key performance indicators (KPI) (from April 2023)

It is a requirement of the service to report on the following new key performance indicators from April 2023, with the first submission due in August 2023. The YJB has acknowledged that this information may not be obtainable at the time of submitting our plan and has requested that where possible, we provide a narrative on each of the new indicators explaining: the current position; any foreseen risks and challenges; and what actions are planned to address performance.

**KPI 1: Accommodation:** *The percentage of children in the community and being released from custody with suitable accommodation arrangements.*

Looking at our cohort (accepted interventions opened between 01.04.2022 to 31.03.23), we have not had any instances of homelessness or other unsuitable accommodation. Most of our children either live with their parents/carers or in supported accommodation provided by Children's Social Care.

**KPI 2: Education, training, and employment (ETE):** *The percentage of children in the community and being released from custody attending a suitable ETE arrangement.*

## Under 16 years old

Chart 8 below shows that most of our children are in education, although there are some who are attending school irregularly or refusing to attend.

Chart 8: Education status of under 16-year-old children in PYJS cohort

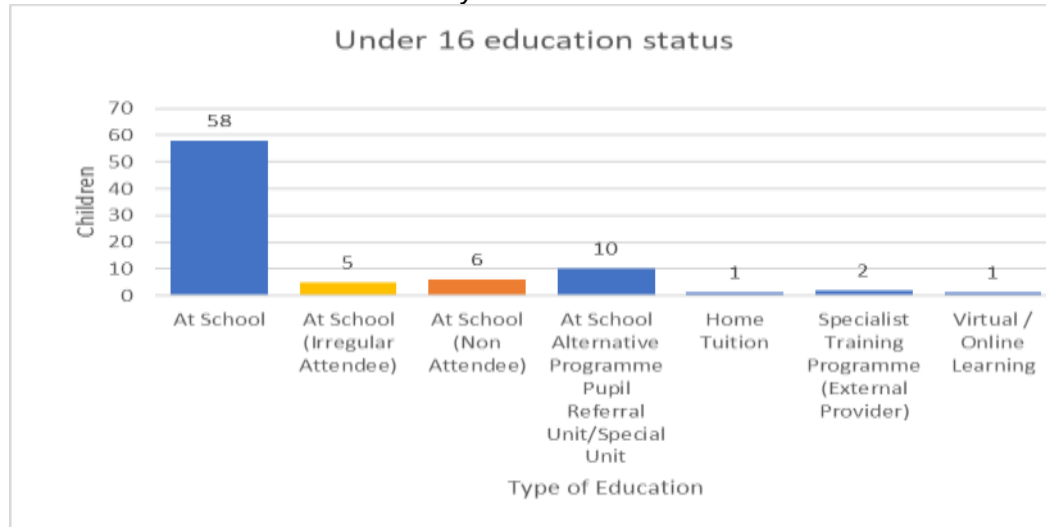
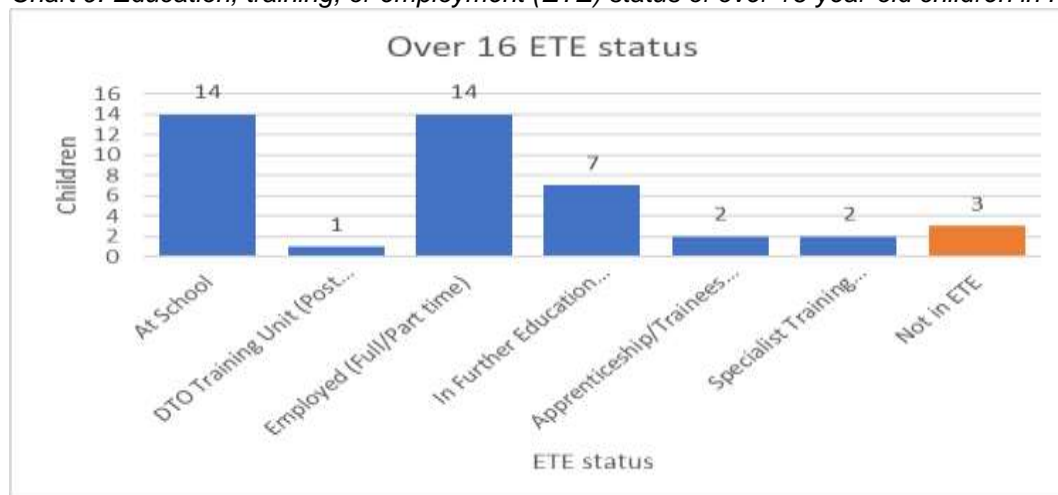


Chart 9 below shows that most children over 16 years of age are in some form of education, training or employment (ETE).

Chart 9: Education, training, or employment (ETE) status of over 16-year-old children in PYJS cohort



In **Section 11** below, we explain what work is being done to improve education outcomes for PYJS children.

**KPI 3 - Special educational needs or disability (SEND):** The percentage of children who have an identified SEND need, are in suitable ETE and have a formal learning plan in place for the current academic year.

Our current case management system does currently not have the functionality to provide us with granular data. We have made some necessary adjustments, but they do not go back far enough for us to provide consistent data for our 2022-2023 cohort.

However, we did evaluate our provision in this area during Quarter 3 2022-2023, looking at our live caseload in December 2022. The evaluation of the special education and / disability needs of our cohort, which was possible with the support of an Educational Psychologist from the Educational Psychology team, was presented to our Board in March 2023 and noted the following: from the 43 children, 21 (49%) were reported as having identified Special Educational Needs or Disabilities (SEND) or had a screening that indicated the potential of additional needs being present.

### **What is the PYJS doing to support children with special education needs?**

At point of allocation, all our children are screened by the speech and language (SAL) worker, who identifies any current or previous recorded needs in this area. Where specific needs or concerns have been identified by the youth justice worker, the SAL worker has a consultation with the child, which will in turn result in ongoing support and guidance for the child and/or the practitioner, as required.

In May 2023, the Wokingham Partnership was awarded the Youth Justice SEND Quality Mark. This award was in recognition of the work that the PYJS, the Wokingham SEND team, the Health Justice Team and Children Social Care are doing to improve outcomes for children with special educational needs. In this respect, there has been extensive training for PYJS staff, who are now able to initiate discussions, support and offer appropriate challenge during EHCP processes. PYJS staff are also aware of the importance of the partnership with the SEND team and ensure they are involved in our work.

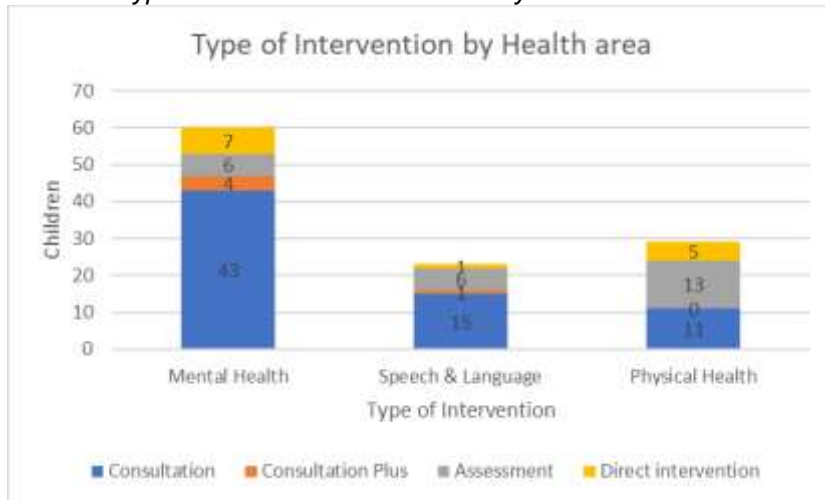
***KPI 4 - Mental healthcare and emotional wellbeing:*** *The percentage of children in the community and being released from custody with a screened or identified need for an intervention to improve mental health or emotional wellbeing; and of that the percentage of planned/offered interventions; of that percentage of children attending interventions.*

Our case management system does not yet allow us to report on this KPI in the manner required (i.e., the percentage of the cohort that have received mental health support).

The information shown on Chart 10 below is a compilation of the quarterly data provided by the Health Justice Team, with the caveat that any one child may have been involved in different levels of support and may have received support across a number of quarters.



Chart 10: types of interventions delivered by each health area



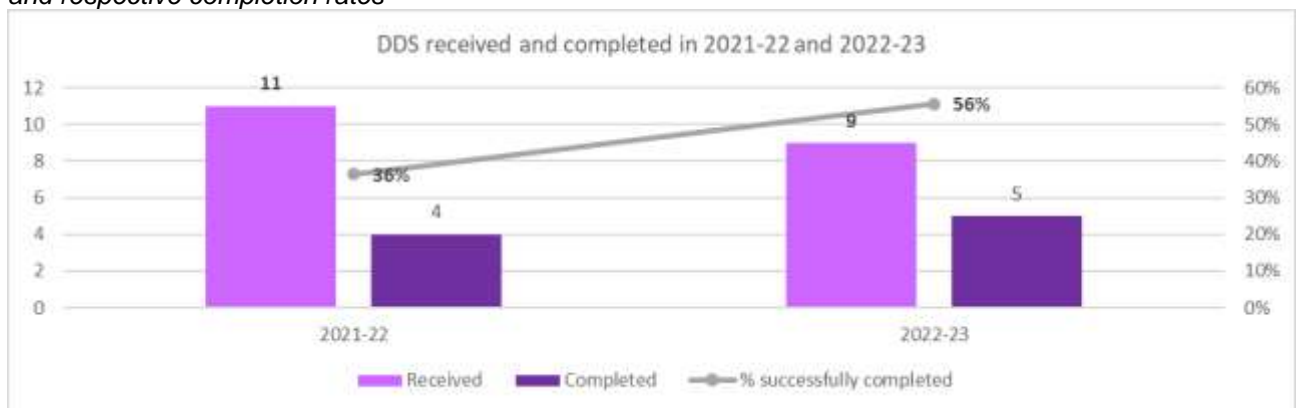
We have previously explained in **Section 5** the support available to our children from the Health Justice Team.

**KPI 5 - Substance misuse:** *The percentage of children with a screened or identified need for specialist treatment intervention to address substance misuse; and of that the percentage of children with planned or offered intervention/treatment; and of that the percentage number of children attending intervention/treatment.*

Our current case management system does not yet have the functionality to provide the granular data required to report on this KPI. We do however have information compiled by our Substance Misuse partners and ourselves in respect of Drug Diversion Schemes (DDS), which is a diversionary intervention for children arrested with small amounts of cannabis.

Chart 11 below demonstrates that the number of Drug Diversion Schemes (DDS) has remained relatively stable, with nine referrals during 2022-2023 versus 11 the year before. Completion rates have however increased from 35% to 56%.

Chart 11: Comparison in number of Drug Diversion Schemes (DDS) received in 2021-2022 and 2022-2023 and respective completion rates



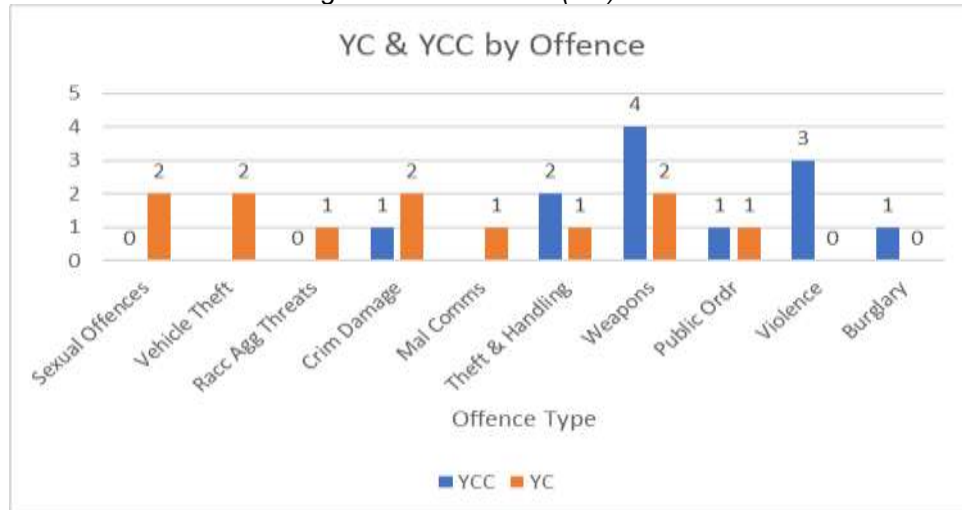
We have previously explained in **Section 5** what we are doing to improve substance misuse support for PYJS children with an identified need in this area.

**KPI 6 – Out-of-court disposals (OOC):** *The percentage of out-of-court disposal interventions that are completed/not completed.*

During 2022-2023, the number of both Youth Cautions (YC) and Youth Conditional Cautions (YCC) have increased. From 12 YCC started during 2022-23, 11 were successfully completed and one was still in progress at the time of writing this plan. From 12 YC started in this period, five were completed, two were still in progress and five had been declined. Youth Cautions are voluntary interventions however, during 2022-2023 we have seen a reduction in the percentage of Youth Cautions being declined, moving from 40% in 2021-2022 to 33% in 2022-2023.

In analysing the offences that have resulted in Youth Cautions (YC) and Youth Conditional Cautions (YCC) (Chart 12), we note that violence and weapon related offences are the most prevalent matters dealt with by way of Out of Court Disposals (OOC).

Chart 12: offences resulting in Youth Cautions (YC) and Youth Conditional Cautions (YCC)



**KPI 7 - Management Board attendance:** *Monitoring senior partner representation at management boards and monitoring if partners contribute data from their individual services that identify areas of racial and ethnic disproportionality.*

Partnership & Management Board attendance for the year 2022-2023 is recorded at each meeting and evidenced in the relevant minutes, as reported in Table 1.

Highlighted area – WBC members

N/a – not invited/applicable; A – sent apologies; DNA – did not attend



Table 1: Attendance to the Partnership & Management Board by partner agency.

Agency	Attendance 20.06.22	Attendance 23.09.22	Attendance 12.12.22	Attendance 27.03.23
WBC – Assistant Director & Board Chair – Social Care & Early Help	√	√	√	√
WBC – Service Manager, CWD, Early Help and PYJS	√	A	√	A
WBC – PYJS Team Manager	√	√	√	√
WBC – PYJS Assistant Team Manager	√	√	√	A
WBC – PYJS Acting Assistant Team Manager	N/a	N/a	N/a	√
WBC – Community Safety Partnership-Service Manager	√	A	√	A
WBC – Senior Performance Analyst	√	√	√	N/a
WBC – Performance Assistant	N/a	N/a	√	A
WBC – Performance Lead Children's Services	N/a	N/a	√	A
WBC - Principal EWO	A	N/a	N/a	N/a
WBC – Acting Principal EWO	N/a	A	√	A
WBC – NEET Prevention Team Leader	A	A	DNA	√
Service Manager for CAHMS - Berkshire Health Foundation Trust	√	A	√	DNA
TVP-Sergeant	√	A	N/a	N/a
Superintendent, LPA Commander, TVP	N/a	N/a	N/a	√

Deputy TV Police LPA Commander & Vice-Chair	DNA	DNA	DNA	DNA
TVP-Detective Inspector	N/a	DNA	DNA	A
Youth Court Panel	A	N/a	N/a	N/a
Chair Magistrates Youth Bench	N/a	√	A	√
PCC	N/a	N/a	√	N/a
Practice & Innovation Manager, YJB	N/a	√	N/a	√

**KPI 8 - Wider services:** *The percentage children who are currently on either an Early Help (EH) plan; on a child protection (CP) plan or classified as Child in need (CiN) or have looked-after status.*

The total number of children open to both the PYJS and Children's Social Care as Children in Care (CiC), Children in Need (CiN) or children subject to a Child Protection Plan (CPP) services was 27, or 16.66% of the PYJS cohort. Seven of these children were referred to our service by a Social Worker in a prevention capacity, which reflects the strength of the partnership's response to addressing the over-representation of Children in Care in the criminal justice system.

It is however of concern that 54% (six children) of our Court caseload are open to Children Social Care. This figure appears to correlate with data shared in a 2020 report by the Children's Commissioner, who noted that 56% of children sentenced were or had been assessed as Children in Need or needing some additional support from the state<sup>8</sup>.

### **What is the PYJS doing to support children who are open to Children Social Care?**

In respect of children who have Early Help and /Social Care involvement, we have developed a specific Prevention Pathway that allows for targeted intervention referrals from Family Workers and Social Workers. By offering this Targeted Prevention, we expect to reduce the likelihood of these children entering the criminal justice system.

**KPI 9 - Serious violence:** *The rates of children convicted for Serious Youth Violence on the Youth Justice Service caseload.*

The rates of children convicted for a serious violent offence on the PYJS caseload is low. In the year ending March 2023, there were two serious violence offences committed by children from Wokingham (there were five the previous year).

<sup>8</sup> <https://www.childrenscommissioner.gov.uk/resource/injustice-or-in-justice/#:~:text=When%20compared%20to%20their%20peers%2C%20children%20in%20residential,best%20interests%20at%20the%20heart%20of%20the%20response.>

## What is the PYJS doing to keep serious violence rates low?

We continue to deliver early prevention through Weapons Awareness presentations in secondary schools and pop-up events in the community during May and November Operation Sceptre weeks.

By expanding our prevention pathway with the Exclusion Prevention Programme, we are also expecting to deliver targeted prevention to children who are on the cusp of offending.

**KPI 10 – Victims:** *The percentage of victims who consent to be contacted by the Youth Justice Service, and of those, the percentage of victims who are engaged with about restorative justice opportunities, asked their view prior to out-of-court disposal decision-making and planning for statutory court orders, provided information about the progress of the child's case (when requested) and provided with information on appropriate services that support victims (when requested).*

There has been an increase in the percentage of victims who have agreed at the Police station to be contacted by the PYJS, from 34% in 2022-2022 to 38% in 2022-2023. There has also been a marked increase in the number of victims who having consented to be contacted by the PYJS, then went on to engage with some form of restorative work, from 22% in 2021-2022 to 44% in 2022-2023.

## 8. Children from groups who are over-represented

We have looked at the ethnicity of Wokingham's child population (YJB Ethnic Disparity Tool based on the 2021 Census) and compared it with the ethnicity of children working with PYJS. In comparing both cohorts, we can observe that there is an under representation of ethnic minority groups in the prevention and diversion strands; and an over representation of those children in the OOC and Court cohort. Asian children are under-represented across all strands of work.

Notably, children from Gypsy, Roma Traveller (GRT) background are significantly over-represented in the Court cohort.

## What is the PYJS doing to address ethnic disparity?

Throughout October-November 2022, the team completed a peer-on-peer thematic audit to critically evaluate the team's understanding and exploration of diversity and disproportionality when working with children. Coupled with the results of the Cultural Competence survey completed by the team, it helped us consider how we best engage and work with children from Black and other ethnic minorities.

As a result of this activity, we have explored and incorporated specific interventions that help us explore cultural identity as part of our work. The activity also helped us identify the need for training that would build confidence when discussing ethnic disparities and experiences of discrimination with our children. Throughout May - July 2023, the PYJS team will be engaging in a comprehensive anti-racist training. The training has been extended to partners and members of the Partnership and Management Board and will

help us better understand the challenges that children from ethnic minority groups experience.

## 9. Prevention

Wokingham PYJS is responsible for the delivery of prevention services. This includes both Early Prevention and Targeted Interventions, as defined by the YJB<sup>9</sup>:

### Early Prevention

The PYJS delivers early prevention both in schools and the community. The focus of these pieces of work is Knife and Weapons Awareness. Over the last year we have delivered the following Weapons Awareness sessions in schools, reaching over 1500 children:

- Maiden Erlegh - Years 10 and 11 (15<sup>th</sup> and 17<sup>th</sup> November 2022).
- Oakbank - Years 7-11 (7<sup>th</sup>, 14<sup>th</sup> and 20<sup>th</sup> March 2023).
- St Crispins - Years 10-11 (23<sup>rd</sup> and 24<sup>th</sup> March 2023).

Twice a year, we also deliver joint prevention work with Thames Valley Police during Operation Sceptre weeks.

### Targeted Prevention

We have four main prevention pathways:

**Early Help Hub (EHH):** This is a weekly multi-agency meeting led by the Wokingham Early Help service. Where referrals involve children on the cusp of offending behaviour, the child is allocated to the PYJS for the delivery of a prevention intervention.

**Targeted Intervention:** Upon request, we also deliver a targeted crime prevention intervention to children who are working with Social Care or Early Help, and who are evidencing early signs of involvement in criminal behaviour.

**Exclusion Prevention Programme:** This is our flagship programme that aims to reduce school exclusions linked to criminal behaviours. Referrals are accepted from the schools involved in the current pilot.

**Turnaround Programme:** With the support of this programme, we are extending our prevention offer to children on pre-charge bail. We are also utilising the Turnaround funding to offer “additionality” to our Diversion and qualifying Out Of Court Disposal (OCCD) interventions, for children supported under Turnaround.

**What do our prevention programmes offer?** Every child who engages with a prevention programme will be assessed by a youth justice worker. We use a whole family/holistic assessment which identifies both strengths and needs. Our assessments also consider the three risk domains (although we have adapted the names of these

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<sup>9</sup> [https://yjresourcehub.uk/images/YJB/Definitions for Prevention and Diversion YJB 2021.pdf](https://yjresourcehub.uk/images/YJB/Definitions%20for%20Prevention%20and%20Diversion%20YJB%202021.pdf)



domains to acknowledge the absence of a charged offence), risk management and contingency planning. Every child will co-produce a plan with their worker. The interventions will be delivered over a 12-week period, where upon children and parents take part in an exit interview. When we identify the need for additional ongoing support, children are referred to one of our three structured exit programmes (Berkshire Youth Mentoring, Reading Football Club Mentoring or the Boxing Programme).

## 10. Diversion

At the PYJS, we offer a programme of support to all children who have received a street delivered Community Resolution by the Police. Our offer is universal in that children are not screened prior to receiving the offer of support.

We acknowledge the challenges of engaging children in voluntary programmes of support. We assert that introducing an initial home visit to explain the programme to children/parents, has helped us to increase completion rates (23% this year versus 19% the previous year).

We do however acknowledge that more can be done to try and engage children in these support programmes. In 2023-2024, we are hoping to complete a first of its kind piece of research, in partnership with Brunel University, London.

**What do our diversion programmes offer?** As with prevention programmes, children are assessed, a plan is co-produced with the child, and we deliver interventions over a 12-week period. Structured exit programmes are also available for children who require additional ongoing support.

## 11. Education

Wokingham Borough Council is a small Local Authority and the PYJS is a small service. As with any small Local Authority, practitioners in every team take on multiple roles and responsibilities. It has been previously noted that the PYJS has no “Education Officer” within the team. Whilst we acknowledge this, we consider that our current arrangements have allowed us to support children effectively.

### **Exclusion Prevention Programme (EPP)**

This programme was developed by the PYJS leadership team to offer a dedicated prevention pathway for schools. The focus is on children at risk of suspension or exclusion due to offending behaviour at school, which does not necessarily result in police involvement (i.e., fights at school; low level weapon related incidents; aggressive and threatening behaviour towards children or staff; bullying). The programme was launched in September 2022 as a pilot with four Wokingham Secondary schools, with a fifth added in December 2022.

After the programme launch, we realised that its success required that we strengthened communication with schools to ensure consistent and ongoing referrals, regular input and feedback regarding children’s progress. We also had to develop a communication

strategy for parents, so that when schools discussed referrals with them, the EPP could be clearly explained to them. To this end, we developed a video presentation explaining EPP to parents. In addition, we had to establish effective ways of monitoring outcomes. These aspects of the programme required dedicated leadership, so we expanded our management team with an additional Assistant Team Manager.

From the 12 children referred to the programme to date, 41% (5 children) have a diagnosis of ASD or ADHD. In terms of ethnicity 58% (7 children) of those referred are from a White background; and 42% (6 children) are from ethnic minority groups.

Three children have already successfully completed the programme, and all of them are no longer at risk of exclusion, with a reported improvement in their behaviour. Two of these children have had ongoing support implemented (mentoring/CAMHS) via the PYJS.

## **12. Workforce Development**

During 2022-2023, we continued with our ambitious staff development plan, which included numerous workshops and training opportunities for the team.

An anonymous team survey was completed during a team meeting in April 2023 recorded job satisfaction at 8.3/10. In the team's words, "this is the best we have ever been."

## **13. Service Development Plan**

### **Service Development**

The PYJS plan is shaped by the needs identified through the review of our service activity across the past year, staff perspectives and the recommendations from our Partnership & Management Board. Service development is also underpinned by the YJB child first guiding principle.

Serious Youth Violence in Wokingham remains low and the number of children who reach Court has decreased. This reduction is driving us to continue to expand and enhance our prevention work, which will be our most significant measure of success.

### PYJS SERVICE DEVELOPMENT PLAN 2023-2024

ACTIONS	MEASURES OF SUCCESS	WHO	BY WHEN
Strategic Priority: Education			
<p>Complete an evaluation of the <i>Exclusion Prevention Programme (EPP)</i> to identify good practice and areas for development.</p>	<ul style="list-style-type: none"> <li>• Report for CDLT and PYJS Partnership &amp; Management Board</li> <li>• Evaluation report shared with participating schools and CSP</li> <li>• EPP is recognised as a successful and desirable programme by partners-increased numbers of referrals</li> </ul>	<p>PYJS Management team</p>	<p>August 23</p>
<p>Roll out the <i>Exclusion Prevention Programme (EPP)</i> to all Wokingham secondary schools.</p>	<ul style="list-style-type: none"> <li>• Launch event is delivered</li> <li>• All Wokingham schools are aware of EPP and the referral pathway</li> </ul>	<p>PYJS Management Team</p>	<p>October 23</p>
<p><i>Exclusion Prevention Programme:</i> Monthly meetings with participating schools to promote the programme, identify barriers to referrals, feedback on programme.</p> <p><i>Exclusion Prevention Programme:</i> Weekly query of the school's exclusion list to identify children who could benefit from the programme.</p> <p><i>Exclusion Prevention Programme:</i> PYJS presents the programme to the wider education community (staff meetings, parents).</p>	<ul style="list-style-type: none"> <li>• Increase number of referrals to EPP (at least 30 children)</li> <li>• Reduction in Community Resolutions for children from participating schools</li> <li>• Reduction in multiple school suspensions linked to offending behaviour in participating schools</li> </ul>	<p>PYJS Management Team</p>	<p>March 24</p>

<p><i>Exclusion Prevention Programme:</i> ATM to provide quarterly reports to the PYJS Partnership &amp; Management Board on programme development.</p>	<ul style="list-style-type: none"> <li>• Board members are knowledgeable of EPP and promote it within their agencies</li> <li>• Increased number of referrals</li> <li>• Partners consider increasing resourcing of their agencies for EPP</li> </ul>	<p>PYJS ATM &amp; Impact and Intelligence Board members</p>	<p>Quarterly</p>
<p>Team Manager to identify and nominate an education lead from within PYJS team.</p>	<ul style="list-style-type: none"> <li>• Education lead recognised within the team</li> <li>• Education lead becomes SPOC for SEND Team</li> <li>• Bi-monthly meetings with SEND, EWS and Elevate to discuss PYJS children</li> </ul>	<p>PYJS Team Manager Education Lead</p>	<p>March 23</p>
<p>Strategic Priority: Contextual Safeguarding and Serious Youth Violence</p>			
<p>254 PYJS Manager to continue to participate in the Exploitation Task &amp; Finish group.  PYJS Service Manager to continue to lead the Multi-agency Responses Working Group.  PYJS management to chair/participate in EMRAC.</p>	<ul style="list-style-type: none"> <li>• PYJS influences contextual safeguarding approaches in Wokingham</li> <li>• PYJS views are valued and considered at EMRAC</li> </ul>	<p>PYJS Service and Team Manager</p>	<p>March 24</p>

<p>PYJS to attend both the CSP and Serious Violence and Exploitation Boards meetings. PYJS and CSP meet at least quarterly.</p>	<ul style="list-style-type: none"> <li>• PYJS co-produce the Serious Violence strategy</li> <li>• Child first and trauma informed approaches influence the Serious Violence strategy and action plan</li> <li>• PYJS Management Board is knowledgeable of Serious Violence Strategy and Action Plan</li> </ul>	<p>PYJS Service and Team Manager</p>	<p>March 24</p>
<p>Strategic Priority: Disproportionality in Youth Justice</p>			
<p style="text-align: center; font-size: 2em;">255</p> <p>Review of Disproportionality Plan to capture and incorporate new learnings, views, and ideas from the whole team.</p>	<ul style="list-style-type: none"> <li>• Self-report from staff about increased ownership of the plan</li> <li>• Self-report from staff about increased confidence discussing diversity with children</li> <li>• Increase in available resources to address diversity and disproportionality with children</li> <li>• Partners contributions are acknowledged in the plan</li> </ul>	<p>PYJS Team Manager Disproportionality Lead PYJS Team</p>	<p>March 24</p>

<p>PYJS staff champion disproportionality at meetings, forums, events to increase partners awareness.</p>	<ul style="list-style-type: none"> <li>• PYJS staff asks for lived experiences of ethnic minority children to be considered in every case discussion</li> <li>• PYJS staff become curious about impact of ethnicity in partner's decision making (for example, school exclusions)</li> <li>• Increase in the number of children from ethnic minorities who access targeted prevention support</li> </ul>	<p>Disproportionality Lead Partner agencies</p>	<p>March 24</p>
<p>Strategic Priority: Children's Participation</p>			
<p>256 Produce a written document that captures all the activity regarding participation from children and families and how it will influence service change and delivery.</p>	<ul style="list-style-type: none"> <li>• Participation framework to be shared with the team and the Board</li> <li>• All children/families have an exit meeting and provide feedback</li> <li>• Children provide feedback on different aspects of service including resources, reparation projects, office space</li> </ul>	<p>PYJS Team Manager</p>	<p>March 24</p>



<p>Collate feedback data in a quarterly report for the Board.</p>	<ul style="list-style-type: none"> <li>• Board members are clear on the voice and feedback of PYJS cohort and their families and what the service is doing in response to this</li> <li>• Board makes recommendations on service delivery based on children’s feedback</li> <li>• PYJS priorities and service changes reflect the collective feedback</li> <li>• Feedback is readily available and can be analysed for the purpose of relevant reports</li> </ul>	<p>PYJS Team Manager PYJS Team</p>	<p>March 24</p>
<p>257 Children/families meet the Board to provide direct feedback of their experience.</p>	<ul style="list-style-type: none"> <li>• Board members listen to service users and take their experiences into account to drive changes in service delivery and implementation</li> </ul>	<p>Board members</p>	<p>March 24</p>
<p>Strategic Priority: Quality Assurance</p>			
<p>Produce a Quality Assurance Framework document that captures the Quality Assurance process in place.</p>	<ul style="list-style-type: none"> <li>• Improved quality of work</li> <li>• Evidence of management oversight and audits on case files</li> <li>• Staff able to identify the PYJS QA process and to have easy access to it</li> <li>• Exit interviews and feedback forms completed with all children</li> </ul>	<p>PYJS Team Manager to write guidance. PYJS staff/managers to ensure all children have an exit interview</p>	<p>March 24</p>

<p>Complete self-assessment against Court standard as directed by YJB</p>	<ul style="list-style-type: none"> <li>• Self-assessment timely completed by the service</li> <li>• Action plan from findings of self-assessment</li> </ul>	<p>PYJS Team Manager</p>	<p>November 23</p>
<p>PYJS Board and its members to provide strategic direction in terms of process and practice - scrutiny of data; trends; practice; sign off key process and procedures</p>	<ul style="list-style-type: none"> <li>• Board is up to date with the outcome of self-assessment; audits; evaluations and peer-on-peer reviews</li> <li>• Board is able and confident to propose specific topics for evaluation/review</li> </ul>	<p>PYJS Board</p>	<p>March 24</p>
<p>258</p> <p>Complete at least two Peer-on-Peer reviews</p>	<ul style="list-style-type: none"> <li>• Two peers on peer reviews completed during the year</li> <li>• Staff self-report increased confidence in areas of the review</li> <li>• Staff able to confidently contribute to any required improvement plan</li> <li>• Staff self-report increase confidence in critically reviewing colleague's work</li> </ul>	<p>PYJS management PYJS staff</p>	<p>March 24</p>

Strategic Priority: Restorative Justice

<p>259</p> <p>Team Manager to provide effective line management, oversight, and support of restorative justice work.</p> <p>Team Manager and Restorative Justice workers to develop action plan for enhancing victim work.</p>	<ul style="list-style-type: none"> <li>• Increased number of victims supported by PYJS</li> <li>• Increased referrals to victim support services</li> <li>• Increase number of victims who agree to engage with PYJS</li> <li>• Increase number of victims who agree to engage with Referral Order Panels, where relevant</li> <li>• Restorative Justice workers to receive line supervision for each victim's case</li> </ul>	<p>PYJS Team manager</p> <p>PYJS Restorative Justice workers</p>	<p>March 24</p>
<p>Enhance PYJS staff understanding and awareness of importance of victim safety.</p>	<ul style="list-style-type: none"> <li>• Victim safety discussions are embedded and normalised as part of case discussions</li> <li>• Victim safety is recorded on all relevant line supervision records</li> <li>• Victim safety is recorded on assessments, reports, and plans</li> <li>• Victim awareness and reparation feature in all relevant intervention plans</li> <li>• All Referral Orders have their reparation hours completed by the end of their term</li> </ul>	<p>PYJS Team Manager and Assistant Team Manager to record these discussions within line supervision</p>	<p>March 24</p>

<p>Increase the diversity of reparation projects.</p>	<ul style="list-style-type: none"> <li>• Set up a new reparation project</li> <li>• Reparation projects are spread out across the Borough, allowing for children to make up for their behaviour within their actual communities</li> <li>• Children have more reparation projects to choose from</li> <li>• More opportunities to effectively match a child with a reparation project</li> </ul>	<p>PYJS staff</p>	<p>March 24</p>
<p>Strategic Priority: Workforce development</p>			
<p style="text-align: center; font-size: 2em;">260</p> <p>Ensure all staff have access to internal and external training opportunities.</p> <p>Publicise and encourage staff to access training opportunities.</p> <p>Training and development discussed monthly in line supervision.</p>	<ul style="list-style-type: none"> <li>• All staff access at least 3 training sessions/workshop</li> <li>• PYJS staff is confident in their practice and produces effective and quality assessments, reports, plans</li> <li>• Staff self-reported increase in youth justice knowledge</li> <li>• Staff take personal responsibility for own development</li> </ul>	<p>PYJS managers and staff</p>	<p>March 24</p>

<p>Develop a career progression pathway for PYJS staff based on skills, knowledge, and excellence of practice.</p>	<ul style="list-style-type: none"> <li>• Senior Practitioner role is agreed by HR and CDLT</li> <li>• PYJS staff are aware of progression pathway</li> <li>• Line supervision is used to support career development</li> </ul>	<p>PYJS Management team</p>	<p>March 24</p>
<p>Strategic Priority: Interventions</p>			
<p>261 Develop a Weapons Awareness and Neurodiversity Awareness intervention packs.</p>	<ul style="list-style-type: none"> <li>• Children's feedback is considered when developing packs</li> <li>• Weapons Awareness and Neurodiversity packs are available for use by PYJS staff</li> <li>• Evidence in case files that case managers are using both resources</li> <li>• Audits/file reviews find evidence of tailored interventions being delivered</li> </ul>	<p>PYJS Staff</p>	<p>March 24</p>
<p>Further enhance exit strategies.</p>	<ul style="list-style-type: none"> <li>• A new structured exit programme is identified and implemented</li> <li>• Increase in the number of children accessing exit programmes, services, or activities</li> </ul>	<p>PYJS Managers</p>	<p>March 24</p>


Strategic Priority: Early Prevention and Prevention

<p>Structure the Early Intervention activity.</p>	<ul style="list-style-type: none"> <li>• Calendar of outreach activity scheduled for the entire year</li> <li>• Increase number of activities during Operation Sceptre Week</li> <li>• Increase number of Weapons Awareness presentations in schools</li> </ul>	<p>PYJS Managers &amp; Staff</p>	<p>March 24</p>
<p>Enhance the pre-charge bail prevention pathway, developing a streamlined referral process.</p>	<ul style="list-style-type: none"> <li>• Increased number of children are offered pre-charge bail intervention</li> </ul>	<p>PYJS Managers</p>	<p>March 24</p>
<p>262 Research to understand factors contributing to child and family engagement with voluntary interventions.</p>	<ul style="list-style-type: none"> <li>• Children and families engage with research (Research is expected to last 12 months, so outcomes will be embedded in next year's plan)</li> </ul>	<p>PYJS Managers and Staff</p>	<p>March 24</p>

#### 14. Sign Off, submission and approval

The Chair of the Board is responsible for the sign off of this plan, which is an indication that the wider Partnership & Management Board have approved the submitted plan and all sections outlined in the Youth Justice Plan Structure have been covered.

Sign off from the Wokingham Borough full council is pending, and dependant on the next full council meeting, at which point, a new submission will be made with full sign-off.

Chair of YJS Board - name	Adam Davis	
Signature		
Date	30/06/2023	



**15. APPENDIX 1 -Staffing Structure**

