

Youth Justice Plan 2015/16



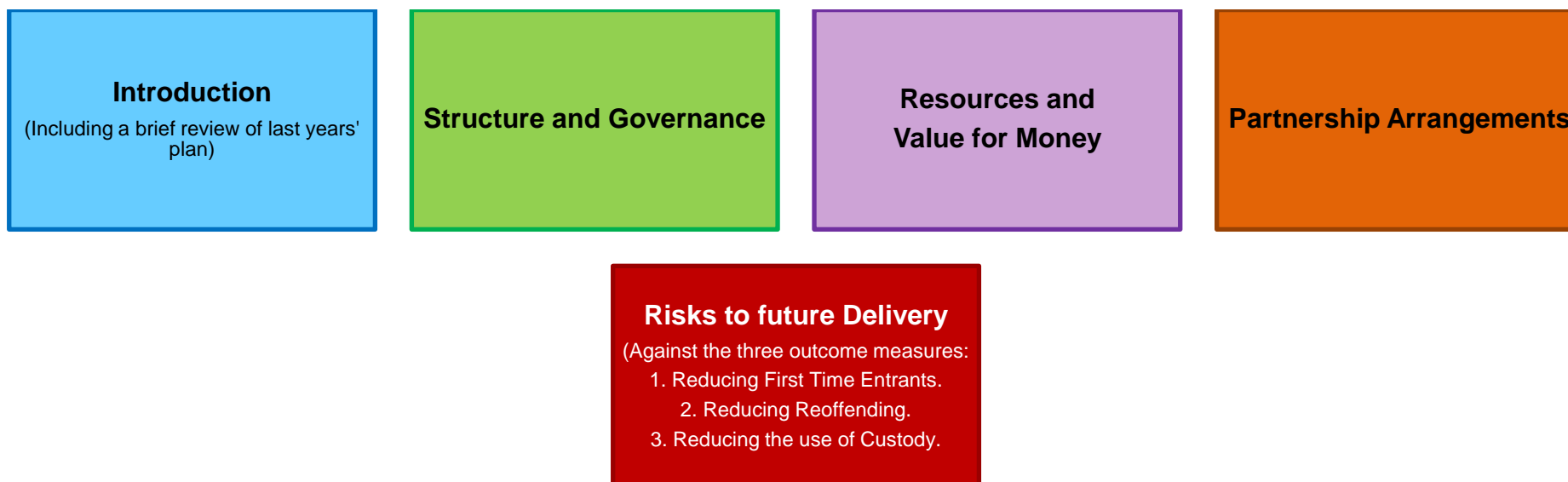
The Youth Justice Plan is a description of the strategic priorities for the year set in the context of current and projected performance against the national outcomes

Legal Context

The Crime and Disorder Act 1998 (Section 40) sets out responsibilities placed upon the YOT partnership in relation to the production of an annual Youth Justice (YJ) Plan. It states that it is the statutory duty for each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan setting out:

- How Youth justice services in their area are to be provided and funded;
- How the YOT will be composed and funded, how it will operate, and what functions it will carry out.

Since 2010/11 YJB guidance regarding the structure and content of the plan has been reduced to assist local areas in drafting a YJ plan that fits with broader planning around community safety and children's services. Guidance issued in March 2015 has added additional expectations regarding content based around the following five themes:



Introduction

MKYOT has made progress against all of the actions and targets set out in the 2014/15 Youth Justice Plan notably:

Successful review of governance arrangements.

Review of First Time Entrants, leading to improved service delivery.

- In depth work to analyse why the First Time Entrants (FTE) performance was lagging behind comparators demonstrated the strength of local multi-agency work. Willingness to critically examine local practice has resulted in a change of approach which involves returning some aspects of preventative work to MKYOT linked to, and supported by the Strengthening Families programme. Significant improvement is anticipated before the end of the calendar year.

Lower than all comparator averages for re-offending.

Continued low use of custody for sentenced and remanded young people.

Improved service to victims and increased take up of restorative justice.

Reparation and Unpaid Work re-commissioned.

Successful transfer of Junior Attendance Centre.

Advanced preparation for Assetplus implementation.

- The implementation of Assetplus was delayed for reasons beyond the control of the service and is now due to go live in December 2015. However the delay has enabled more time for preparation and training including a workshop specifically for MKYOT designed and delivered by the Open University (see below).

Key contributions to partnership work in Troubled Families, CSE, SEND, SLCN, Sector Led Improvement.

Further review and commentary on key issues can be found in the following sections of this Plan.

Inspection and YJB Monitoring

YOTs are inspected by Her Majesty's Inspectorate of Probation. In February 2013 MKYOT was subject to a Short Quality Screening the resulting Action Plan has been fully implemented.


MKYOT has a process for bench marking itself against thematic inspections as they are published. This involves practitioners in audit and self-assessment activity helping to increase analytical skills and highlight the role that thematic inspections play in service improvement. In the last year particular attention was given to the thematic relating to girls in the criminal justice system, a report was provided to the strategic board and a small scale action plan implemented.

The National Standards Audit carried out in the summer of 2014 received positive feedback from the YJB and led to some further minor adjustments to assessment and planning backed up by revised quality assurance processes. There has been increased attention paid to victims issues and enhanced systems for managing high risk cases. A further audit of National Standards relating to prevention, out of court disposals and work with victims is due in August 2015.

The YJB undertakes quarterly reviews of all YOTs, monitoring progress against the national indicators. There have been no significant issues raised in the last year and MKYOT is considered to be low risk.

In the past year there have been no community safeguarding or public protection critical incidents requiring activation of the YJB review process.

Governance

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- Governance of YOTs is delivered through a multi-agency partnership convened (initially) by the Chief Executive of the Local Authority and, at a minimum, comprising senior representation from the Police, Health, Probation, Local Authority (principally children's social care and education services); with these agencies additionally being charged with financially resourcing the YOT and providing staff. In Milton Keynes the local governance group has been known as the **Youth Offending Strategic Board (YOSB)** since 2000.
 - Historically the quality of the governance arrangements has been independently assessed as strong. Notwithstanding that, the YOSB undertook a self- assessment during 2014/15 based on HMiP inspection criteria. Simultaneously the Council and its partners were reviewing the multi-agency oversight of the local Troubled Families programme (known as Strengthening Families). Significant overlaps in membership, areas of interest and functions were identified. Following consultation it was decided that a new amalgamated '**Youth Offending and Strengthening Families Strategic Board' (YOSFB)** would be established, the first meeting of which will be on 24th July 2015.
 - Detailed work on the format of the new meeting is taking place at the time of writing. It is anticipated that it will meet quarterly and will be chaired by the Corporate Director -People/DCS. The YOSFB will continue to receive quarterly performance reports on national youth justice indicators and local data relating to both youth justice and Strengthening Families.
 - In addition the Board will receive reports from the Head of Youth Justice and the Strengthening Families Programme Manager and papers, presentations and other contributions from staff, partners and service users. The forward plan for the Board will ensure that sufficient space is given to items that from a youth offending perspective are required by national standards and/or conditions of grant.
 - Combining the Boards will expand the partners who engage with the youth justice agenda creating greater scope for multi-agency contributions to meeting key youth justice outcomes.
 - MKYOT also has an informal reporting line to the Community Safety Partnership. The Chief Executive and Lead Cabinet member are also briefed as required, as is the Local Police Area Commander. MKYOT is one of nine YOT's in the Thames Valley who share a Police and Crime Commissioner and reporting lines are in place with that office.
 - The YOT Manager (Head of Service for Youth Justice) is employed by Milton Keynes Council and is managed within the Integrated Support and Social Care (ISSC) service group which sits within Children and Family Services of Milton Keynes Council. ISSC also includes early help and SEN services. The Head of Service for Youth Justice reports to the Service Director ISSC who in turn reports to the Corporate Director- People/DCS.
 - The Head of Service is currently carrying additional responsibility for the local Troubled Families programme and for legal interventions relating to non-school attendance. It is anticipated that further review will take place during 2015 with a view to longer term decisions being made about the future positioning and status of the YOT and its Head of Service in response to continuing organisational change and financial challenge.

Resources and Value for Money

Structure of MKYOT

The YOT management team consists of the Head of Service and two Operational Managers (supported by 0.5 Senior YOT Officer) and a Business Support and Information Manager (supported by a part time Senior Business Support Officer). In total there are 22 practitioner and administrative staff. As well as generic YOT officers, several of whom are qualified social workers, the team includes a seconded police officer, a substance misuse specialist and an education coordinator. Staffing contributions from other partners include an IAG adviser, primary mental health worker, general health nurse, and speech and language therapists.

As is the case with other YOT's in the Thames Valley Area MKYOT does not currently have a seconded Probation Officer although several members of the current YOT staff are qualified and experienced Probation Officers in terms of background. In lieu of a secondment Probation services have always made cash payments to the pooled budget which funds staffing.

It is our understanding that the YJB are in discussion with NPS about this as it is technically a failure to comply with legislation. However the current arrangements have existed since 2003 and have not caused any difficulty locally.

Volunteer Youth Offender Panel members and Appropriate Adults are recruited, trained and supported by MKYOT. The lists of volunteers are refreshed on a regular basis, with further recruitment for Panel members taking place later in 2015

All current staff and Youth Offender Panel members have received training in restorative justice.

The team is based at a single site in Bletchley in the South of Milton Keynes. Access to other locations around the borough managed by the Council and partners is available.

For a summary of activities provided for and on behalf of MKYOT see Appendix 2.

Financial Resources

The budget for 2015/16 has been established at **£1,317,971**. Each of the statutory partners is required to contribute, with additional resources coming from the Police and Crime Commissioner (PCC) and the Ministry of Justice (via the Youth Justice Board).

Between April 2009 and March 2014 the budget reduced by 32% due to cuts in central government and local partner contributions. Prevention and services to support substance misuse and positive activities bore the brunt of those cuts.

A cut in YJB grant and a reduction in the overall contribution from the Council for 2015/16 has been absorbed with no impact on staffing levels but with some pressures on training and non-staffing budget lines.

The impact of this year's reductions has been mitigated by income from the Strengthening Families programme with efficiencies gained in project and information management and administrative support to both services and the funding of new work to address FTE.

The remaining partners have maintained a zero growth position which whilst resulting in a real term overall reduction will also be absorbed by flexible use of resources, changes in service delivery and continuing reduced levels of overall demand

As in previous years the strategy will be to prioritise resources on court ordered interventions especially at the Intensive level. Reductions in re-offending and custodial sentences as well as significant reductions in Youth Detention Accommodation would seem to suggest that the strategy is having a positive impact and represents a good rate of return on the investment made.

All grants from the YJB are controlled within the MKYOT budget arrangements and are used exclusively for the delivery of youth justice services:

Contributing to the pooled budget for staffing, premises and delivery of interventions.

Supporting training and development of staff and volunteers, including restorative justice.

Ensuring compliance with data recording and information exchange expectations.

Supporting delivery of Unpaid Work and Junior Attendance Centre.

The only exception is the grant paid to support remands to Youth Detention Accommodation, which sit within the placements budgets of children's social care.

For a full breakdown of the MKYOT budget see Appendix 1.

Assetplus

This is a major programme described as the biggest change in youth justice since YOTs were introduced. Assetplus implementation is running in tandem with the continued upgrading of the Childview case management and data system. Careful planning has been required to ensure that these pressures on resources which are already becoming stretched do not divert attention from front line activity. Readiness for Assetplus is now being tested by YJB in conjunction with the MKYOT management team on a monthly basis; the assessment is positive and full implementation is on schedule for December 2015. . Key activity and resources deployed include:

Delegated strategic and operational management time for:

- project planning and implementation.
- planning and delivery of training.
- review of policies and procedures by cross service group of staff

Delegated Information Manager time for technical preparation in conjunction with CMS provider and council IT services.

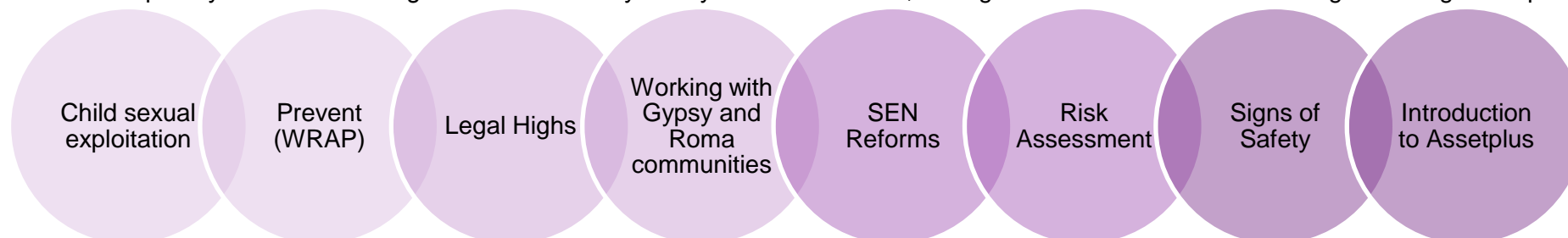
Staff learning sets established, Foundation Training delivered in class and on-line; completion closely monitored.

5 day Train The Trainer events in October, followed up by up to 3 day cascaded training to all staff by December 2015.

Minor works undertaken to provide training facilities on site.

Training

In addition to the priority areas for training described in last year's youth Justice Plan, during 2014/15 staff received training in a range of topics including:



The funding available for training in 2015/16 has been reduced in line with pressures on the overall budget. Priority areas for training this year will be:

- Assetplus: A substantial programme of training is being delivered from June to December 2015 to support practitioners and managers to make the change to the new assessment and planning systems.
- All staff will also require training to use the updated case management system Childview, which takes place in two stages. Transfer to Childview 2 in July and to Childview 3 in tandem with Assetplus by December.
- All volunteers and staff will receive Level 1 or Refresher safeguarding training as individual circumstances require.
- MKYOT staff will access MKSCB multi-agency safeguarding training as required, consistent with role.
- MKYOT staff will receive further training in working with parents and carers in support of the Whole Family Approach.
- MKYOT staff will have access to free training provided by Brook.

A small grant has been awarded by the YJB for further training in restorative approaches. The priority areas for restorative training in 2015/16 will be

- A new cohort of Youth Offender Panel members will be selected and trained.
- Additional officers will receive advanced restorative training in working with complex cases.
- Restorative training will be offered to colleagues in early help settings.

*For many years MKYOT has worked in partnership with the **Open University**:*

- *delivering learning opportunities to local staff and other YOTs,*
- *participating in research projects,*
- *appraising course material for the Certificate in Effective Practice,*

In preparation for the implementation of Asset plus MKYOT managers approached OU colleagues for additional input on the key theoretical perspectives underpinning the new assessment and planning framework. This resulted in a bespoke seminar on 18th June 2015 entitled:

'Desistance Theory and the Good Lives Model'

The event was funded by the OU and delivered by Dr. Deborah Drake (OU) and Dr. Joel Harvey (Kings College London) and attended by all MKYOT managers and practitioners.

Partnership Arrangements



- MKYOT has over many years developed and maintained strong links with a range of multi-agency groups.
- The Head of Service is one of the formal advisers to the SaferMK Partnership Board and has a lead role in the preventing re-offending strand of its work and also supports work to tackle domestic violence, substance misuse and preventing extremism.
- During 2015 closer integration with Strengthening Families at an operational level has taken place and efficiencies gained through combined project and information management and administration. Robust processes to identify families eligible for Strengthening Families are well established and an enhanced 'whole family approach' has built upon experience gained over several years. From July 2015 MKYOT will be piloting a new approach to reducing first time entrants funded for one year through the Strengthening Families programme. Access to the 'Take 3' parenting course run by MKYOT will also be extended to families engaged with the programme.
- The Head of Service is a longstanding member of the Milton Keynes Safeguarding Children's Board and a member of the Child Sexual Exploitation sub group and chair of the Multiagency Risk Management Panel that considers children at risk of CSE and/or who go missing frequently.
- Thames Valley wide protocols are in place with the Thames Valley Police and the National Probation Service and it is anticipated that these will be adapted to take in the Community Rehabilitation Company as part of the national roll out of the 'Youth-2-Adult' transitions project led by the YJB.
- The Head of Service and the YOT operational managers attend a number of groups reflecting the wider children's and community safety/criminal justice agendas including those sponsored by the Local Criminal Justice Board (for example MAPPA), PCC and SaferMK.
- MKYOT is also supporting the implementation of the SEND reforms and plans are being discussed which will expand the role of one of the operational managers to make a more sustained contribution drawing on experience he has gained at a national level, including as Association of YOT Managers lead for SEND and speech and language.
- In January 2014 the MKYOT Head of Service was elected by his peers to chair the national Sector Led Improvement Governance Group. This body is responsible for oversight of the sectors bespoke Peer Review process, advising on benchmarking tools for YOTs arising from thematic inspections, self-assessment processes and other sector led improvement. In addition he is involved in the training of peer reviewers as well as contributing to the annual programme of reviews.

The users of youth justice services are considered a hard to reach group as far as participation is concerned. In general they do not volunteer or seek to be service users but are supervised by the service as a result of a criminal court or pre court sanction. Despite the nature of the relationship and its attendant challenges MKYOT is committed to ensuring that young people (and their parents/carers) have the same opportunity to contribute to service developments and to have their voice heard.

Examples of how young people are encouraged to participate include:

- Young people (and parents/carers) are actively encouraged to formulate and review their own intervention plans.
- Programmes have evaluation feedback forms which when completed and collated are used to measure outcomes and effectiveness and steer improvements
- All young people are asked to complete end of intervention evaluation as part of the 'Where to Now' programme
- More in depth end of intervention interviews with a sample of young people - results provide the basis of an annual presentation to the YOSB
- Viewpoint: A web based interactive feedback application used by HMiP as part of their YOT data-bank.
- End of intervention feedback to commissioned reparation provider shared at contract review meetings
- YOT clients are encouraged to contribute to wider participation activity and special events (e.g. Alcohol Awareness Week, No smoking Day, Anti Bullying week)

'Most of all it helped me think about the future, what kind of person I am and how I treat others.....'

'YOT has helped me with my confidence'

'I now think about the victims and I think about what I've done to my family...I've learned it's about choices.'



Summary of Viewpoint Feedback

84% said they were less likely to offend

93% reported they received good or very good service

100% felt helped with relationship/family problems

93% said things were better in terms of drug use

94% said things were better at school/college/getting work

Biggest barrier was travelling to appointments

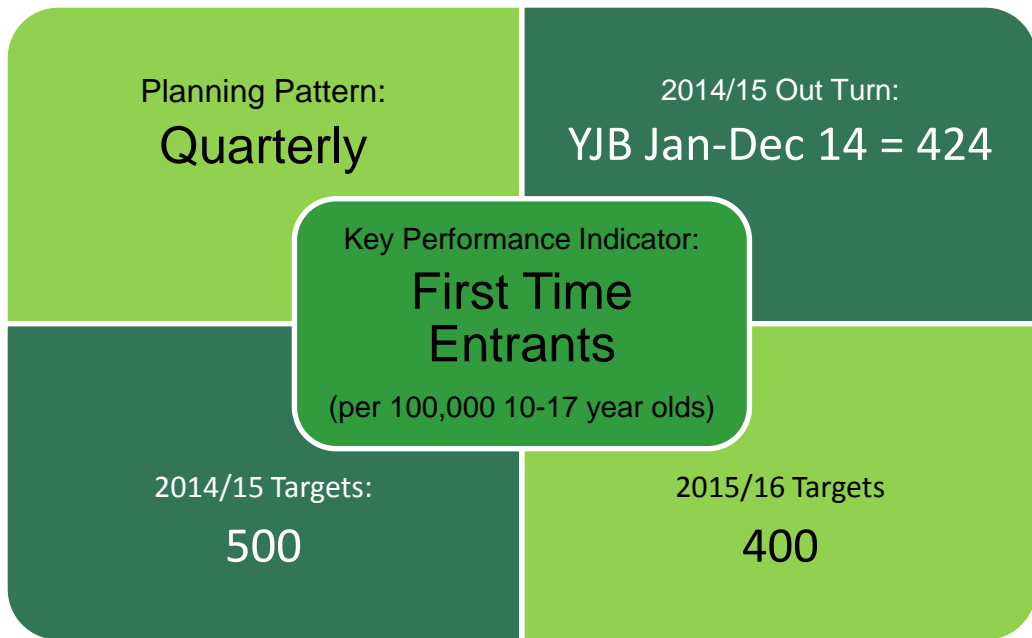
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Performance and Risks to Future Delivery

There are a number of overarching risks to future delivery:

- Future budget settlements (including changes in the YJB funding formula) will have a major impact on the ability to provide the range of services and intervention required in Milton Keynes to reduce re-offending and use of custody.
- Funding may also be reduced if youth justice is not considered a priority by local partners including the Police and Crime Commissioner.
- Changes in the structural arrangements across the Milton Keynes council may lead to uncertainty regarding the positioning and structural security of the YOT.
- Disruption as a result of the implementation of Assetplus.
- Disruption due to unresolved technical deficiencies or practitioner competence in the use of Childview

In addition specific risks against each of the three national indicators are identified below set in the context of current performance and targets.



First Time Entrants

Due to improvements in the final quarter of the year the target set for 2014/15 was met and local proxy indicators suggest that this trend will continue. Prior to that performance was lagging behind comparators and there is still further improvement required to align with PCC area averages.

Commentary:

Since 2012 MKYOT has not worked directly with children and young people deemed at risk of crime or anti-social behaviour. That responsibility rested with a wide range of universal and targeted services working in localities. In particular resources have been redeployed to Children and Families Practices to undertake this work but youth services, Children's Centres and others may also be working with individuals and families that display risk factors associated with offending. Schools are also a key service in terms of preventing crime and identifying children at risk.

In November 2014 the Youth Offending Strategic Board commissioned a review into why the numbers of FTE locally had not reduced in line with comparator area and had started to rise again. This work was reported to the Board in April 2015 and recommended that some aspects of preventative work be returned to MKYOT to be funded for an initial 12 month period by the Strengthening Families programme. The new initiative aimed mainly at those receiving Youth Restorative Disposals or referred under the Strengthening Families banner commenced on 1st July 2015.

In addition the review prompted changes in the way the out of court disposal process was being managed between the police and MKYOT and improved decision making and liaison is already having a positive impact on performance.

Risks to Delivery

Preventative work may not attract sufficient priority from wider services supporting children and families leading to increased First Time Entrants and more young people appearing in Court.

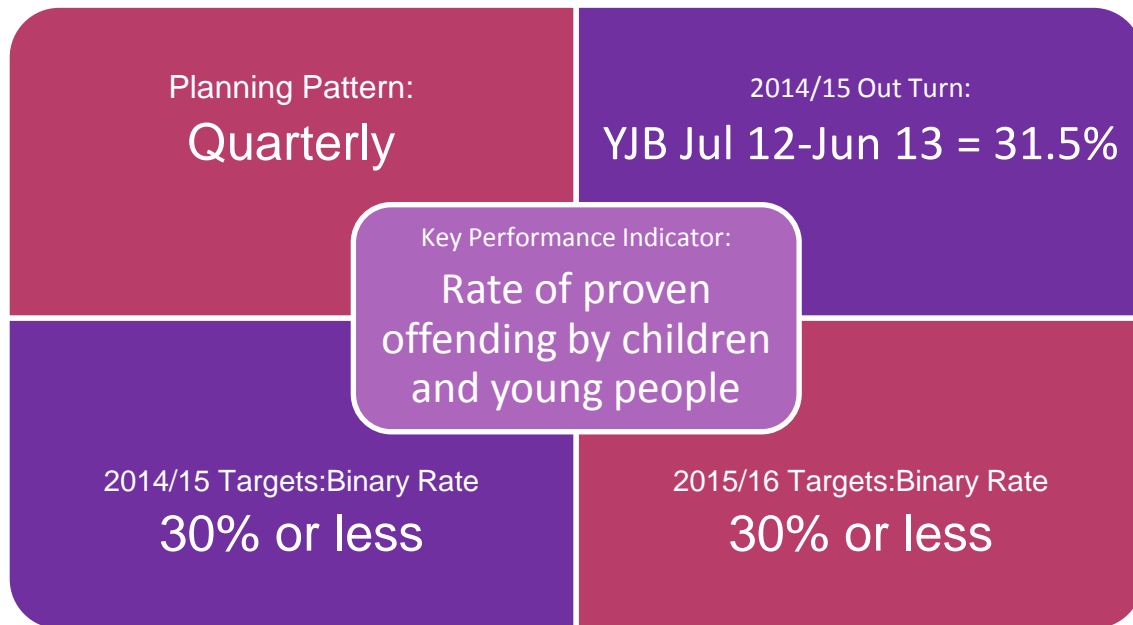
The new initiative run from MKYOT fails to deliver anticipated improvements.

Service reductions especially in family support services.

- Strengthening Families and other partners including schools may not identify and refer vulnerable children.
- Increased exclusion or poor attendance may promote disengagement and deteriorating behaviour.
- Poor access to post 16 learning opportunities may promote late onset of antisocial behaviour/crime.
- The SEN reforms may result in higher thresholds for intervention leading to unrecognised and unmet need increasing risk.

Mitigations/Actions:

- The new prevention initiative and better management of the out of court disposal process is already having a positive impact
- Maximising the strong partnership links MKYOT has to support wider services but also draw from them in terms of additional services. In particular sharing expertise in family work and promoting restorative approaches.
- Ensure that locality services are supported to identify and respond effectively through consultancy and training
- Promote the use of restorative approaches in other services through consultancy and training
- A revitalised Strengthening Families programme promoting 'whole family approaches' closely aligned with MKYOT is adopted across MK partner services
- Work with local partners to enhance access to post 16 education and training provision that is responsive to the needs of the MKYOT client group



Rate of proven offending by children and young people

This table shows that the target set for 2014/15 was missed although at one point in the year YJB figures indicated a binary rate of 29.7%. Local proxy indicators suggest that a downward trend will re-emerge. Nationally there is an upward trend but over the last year local performance has been consistently better than comparators (35.47% regional and 36.5% national). The target recognises the national trend but assumes local performance will continue to exceed comparators.

Commentary:

Analysis of the re-offending data continued to be analysed by the YOSB throughout 2014/15. The management team successfully re-introduced its process for monthly monitoring which had been interrupted when the case management system was upgraded. The young people considered at highest risk are now identified and discussed at every 3 weekly full service meeting.

The High Risk Panel was evaluated as planned and was deemed not to be adding any benefit to the risk management process and had largely been superseded by other partnership activity or had become 'business as usual'. A revised process of management review of high risk cases with the police will be introduced in its place.

Risks to Delivery

Assessment and Recording:

- All young people are assessed using the national, YJB approved, assessment tool. The implementation of Assetplus in December 2015 will be a major business change process and there may be disruption and reductions in service competency during the transition.

Insufficient focus on those causing most harm or most likely to reoffend:

- Lack of clarity locally and nationally on what the key priority areas for YOTs should be may result in confusion and competing demands for reducing resources. The new risk management process to be agreed with the police may lack sufficient impact.

Interventions:

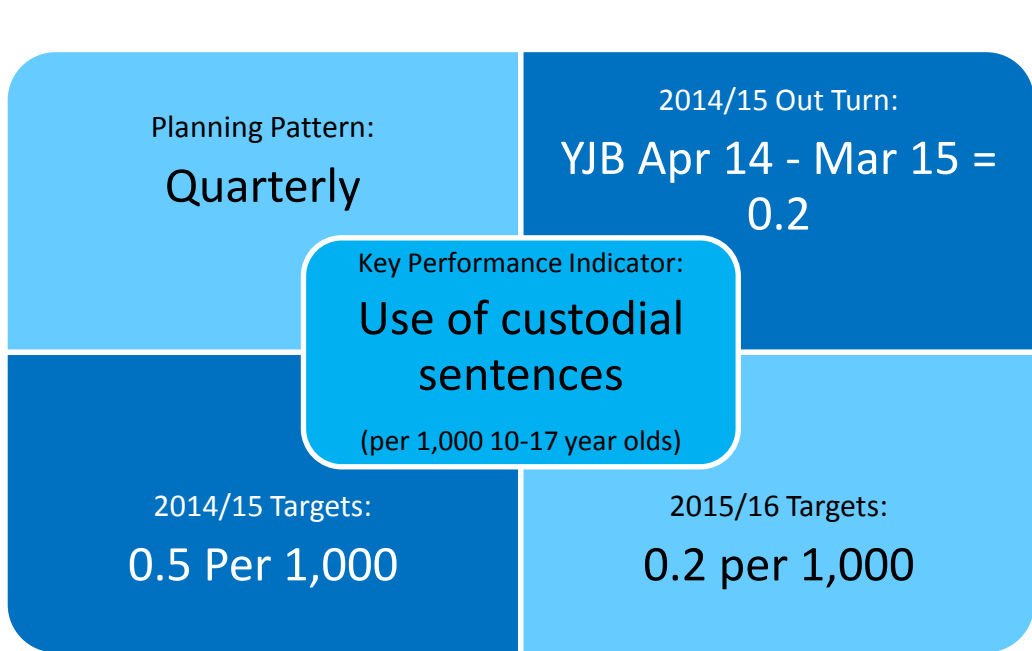
- MKYOT has developed a range of resources and established programmes to reduce offending, risk of harm and meet wider health and wellbeing needs. Maintaining the continuous development of these including enhancing the use of restorative approaches may be challenged by the scale of change and potential uncertainty taking place in and around MKYOT.

Unable to attract high quality volunteers to act as Appropriate Adults or Youth Offender Panel members.

Lack of access to education training and employment opportunities, appropriate accommodation and services to meet health and well-being needs present significant risks in times of change and pressure on services.

Mitigations/Actions:

- A planning and development group at management level for the implementation of Assetplus has been established and will be maintained through to full implementation to ensure clear identification of specific risks and planned actions to address them
- Learning from the successful implementation of Childview, quality training input for Assetplus backed by our established process of case audits and quality assurance will promote a supported transition, sensitive to the differential needs of individuals and their learning styles.
- The expanded governance Board will bring youth justice to a wider range of partners. Continued partnership focus on meeting the core needs of young people will be essential to improvement in performance.
- The further development of restorative approaches (supported by YJB funding) linked to the continued development in our understanding of and expertise in SLCN will provide professional development opportunity increasing motivation amongst staff and will add to the attraction of the service to those wishing to volunteer.
- Closer alignment with Strengthening Families will bring new opportunity to expand whole family approaches building on recent promising work in parenting and family support.



Use of custodial sentences

Low use of custody has continued throughout 2014/15 for both sentenced and remanded cases. Local targets have been met and in relative terms improvement is of a notably greater magnitude than corresponding improvements seen nationally or across the South East. The target is line with the established pattern.

Commentary:

There now seems to be an established trend of approximately one custodial sentence per quarter. Since January 2015 there has been only one young person remanded to Youth Detention Accommodation continuing the pattern that emerged after the change in legislation in December 2013.

Close working arrangements between MKYOT and MK children's social care have resulted in a more co-ordinated approach at court including at weekends. Forthcoming reviews of local foster care suitability and sufficiency will be incorporating the needs of those remanded and returning from custody.

Risks to Delivery

The introduction of Assetplus leads to decreased practitioner competency affecting quality of court reports

Reductions in local provision of mainstream services (especially supported accommodation) leads to:

- Insufficient resourcing of credible alternatives to custody.
- Insufficient partnership arrangements to provide alternatives to or pay for Youth Detention Accommodation.
- Insufficient resources to provide appropriate resettlement for those returning from custody.

Mitigations/Actions:

- Continued learning from case audits and quality assurance of PSR's in order to provide real time feedback and monitoring of progress at individual officer level.
- Service wide re-evaluation of YOT processes and procedures to ensure resources are effectively deployed and to increase capacity for direct work with young people.
- Continue to develop a tiered alternative to custody programme, to build on MKYOTs current success in providing the courts with proportionate intensive YRO's /Referral Order options. This will further enhance the feasibility of compliance by young people experiencing a range of needs and difficulties, who by virtue of their difficulties can be deemed unsuitable for the most intensive direct alternatives to custody (e.g. ISS)
- Evaluate and further embed the current CSC/YOT procedures around remand to local authority accommodation/youth detention accommodation to ensure these remain robust and effective.
- Contribute to service reviews to ensure the needs of the client group are fully taken into account

Detailed Operational Action Plans will be drawn up for each of the above national indicators

Milton Keynes Youth Justice Plan 2015-2016

Sign Off

The draft of this plan was circulated prior to and considered by the YOSFB at its meetings on 24/7/15 after which a period for further comment was agreed until 21/08/15.

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Chair of the Milton Keynes Youth Offending and Strengthening Families Strategic Board

Date.....

Appendix 1 Financial Summary

Income	Staff	Delegated funds	Total	"Share"	
Police	£ 46,166.00	£ -	£ 41,166	4%	14%
Police and Crime Commissioner		£ 142,813.00	£ 142,813.00	11%	
Probation		£ 53,826.00	£ 53,826.00	4%	
Health	£ 39,080.00	£ 31,502.00	£ 70,582.00	5%	
Local Authority		£ 514,207.00	£ 514,207.00	39%	MKC
YJB (for breakdown see below)		£ 338,048.00	£ 338,048.00	26%	YJB
Other (for breakdown see below)	£ 22,721.00	£ 129,608.00	£ 152,329.00	12%	
TOTAL	£ 107,967.00	£ 1,210,004.00	£ 1,317,971.00	100%	
				35%	Partners combined

YJB Grants		'Other' Income	
Core Grant	304937	DSG for SLT provision	22721
Attendance Centre	24719	Strengthening Families	
Unpaid Work	6392	<ul style="list-style-type: none"> Contribution to core costs 	75000
Restorative Justice	2000	<ul style="list-style-type: none"> FTE project 	50000
		Contribution to rates from other site users	4608
Total	338048		129608

Summary of Services Provided by Milton Keynes YOT

Appropriate Adult (AA) Services provided to the Police Station under PACE: A volunteer scheme is maintained by MKYOT available 24 hours a day 7 days a week.

New in 2015- Preventing First Time Entrants: MKYOT will provide specific, offending behaviour interventions to young people who have received Youth Restorative Disposals and families engaged in the Strengthening Families programme.

Out of Court Disposals: Arrangements are in place with Thames Valley Police and Thames Valley YOTs to provide the range of disposals (Youth Cautions and Youth Conditional Cautions). In 2013 MKYOT increased practitioner capacity to respond to projected demand and increased expectations.

Court Services: MKYOT provides Youth Court officers to advise the youth court about sentence. YOT staff prepare pre-sentence reports and operate a duty system to address remand issues and ensure bail packages are available when necessary. A protocol exists with children's social care regarding management of remands to local authority accommodation and Youth Detention Accommodation.

Court Orders including Intensive Supervision and Surveillance: MKYOT provides case holders for young people made subject to court orders and manage these in accordance with National Standards. This will include managing young people subject to custodial sentences and planning and supervising their release.

New in 2015 - Attendance Centre: A Junior Attendance Centre operates fortnightly on Saturday mornings. It is run from the YOT offices and is partly staffed by YOT personnel. Transfer for responsibility of the MK Attendance Centre to MKYOT took place in April 2015.

Victims: A Victim Officer in the team contacts victims of YOT young people offering a range of services, including being kept informed of case progression, support to attend Youth Offender Panels and meeting the young person face-to-face for a restorative conference. All MKYOT staff are trained to Restorative Justice Council standards for the facilitation of restorative conferences.

Volunteers: Volunteers are recruited to be Youth Offender Panel members, people from the community who meet with the young person, parents and victim to agree a contract which will prevent further offending and repair harm. In 2014 MKYOT completed the training of 7 new Panel members bringing the total number of volunteers to 21. All are trained to Restorative Justice Council standards for the facilitation of restorative conferences. Plans are being developed for the use of volunteers to encompass voluntary after care as part of the strategy to reduce re-offending.

Summary of Services commissioned by or provided on behalf of Milton Keynes YOT

Community Reparation: Where the young person who has offended is not able to repair the harm they have caused directly to their victim, they are supervised to undertake work repairing the harm to the community. Since October 2011 this service has been provided under contract by G4S Children's Services. The contract was re-commissioned in March 2015 and now includes the provision of **Unpaid Work** for 16/17 year olds the responsibility for which transferred to YOTs in June 2014.

Speech and Language: MKYOT is a national leader within youth justice in the assessment and response to those with speech, language and communication problems. With support from the Councils SEN service MKYOT has two part time speech and language therapists attached to the team by the health service.

Health: In 2012/13 MKYOT re-negotiated its arrangements with Tier 3 CAMHS to provide a package of services including access to a Primary Mental Health worker who carries out assessments and interventions, and input from a consultant psychiatrist for the most complex cases. Since April 2013 a nurse has been linked to MKYOT (part time) to provide broader healthcare support to young people and advice and training to YOT staff. She has developed a general Health Assessment tool which has helped identify previously unrecognised needs.

Substance Misuse: Although MKYOT has an SMU specialist who works with the most complex cases and provides consultancy to other staff, less complex cases are referred via an SLA to the local young people's drugs service Compass

Education Training and Employment: A part time Progression Adviser from the Information, Advice and Guidance team (formerly Connexions) works alongside a fulltime education co-ordinator. Together they seek to sustain engagement with schools and other providers working closely with the Council's SEN department, schools partnership and local 16+ providers. In 2014 a new project to support engagement with work based learning was established by a consortium of voluntary sector providers and MKYOT (funded through the Cabinet Office Vulnerable and Disengaged Young Persons fund). Links with the Strengthening Families programme have also been enhanced providing access to family employment services and wider family support.

Appendix 3 Staffing

By gender / ethnicity

Ethnicity	Strategic Managers		Operational Managers		Practitioners		Administrative		Sessional		Students		Volunteers		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
White – British	1		1	1	6	14	1	4					3	16	12	35
Other – Mixed													1		1	
Indian														1		1
Caribbean						1										1
TOTAL	1	0	1	1	6	15	1	4	0	0	0	0	4	17	13	37

No other ethnicities were represented.

By contract type (fulltime equivalents)

Contract type	Strategic Managers		Operational Managers		Practitioners		Administration		Sessional	Students	TOTAL
	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time			
Permanent		1		2	4.12	9	2.52	1			19.64
Seconded Police						1					1.00
Seconded Health Mental Health					0.20						0.20
Seconded Health Physical Health					0.10						0.10
Seconded Health Speech & Language					0.38						0.38
Seconded Connexions					0.40						0.40
TOTAL	0	1	0	2	5.20	10	2.52	1	0	0	21.72
Disabled						1					1.00