

AGENDA ITEM 4

Newcastle-upon-Tyne YOT Improvement plan

Recommendation	Actions to achieve	By Whom (responsible person or agency)	Target Date for Completion (including monitoring and evaluation arrangements)	Progress against Target
<i>The Chair of the Partnership Board should ensure that:</i>				
<p>1. Action is taken to implement fully the findings of the Youth Justice Board review that had been agreed by the Board</p>	<p>1. Explore option of additional NRF funding for 2007/08 to finance four additional posts (1x Operations Manager, 1x Social Worker and 2x YOT Officers)</p> <p>2. Expand core YOT capacity by the four posts, above</p> <p>3. Agree mainstream funding strategy to sustain in future years..</p>	<p>YOT Partnership Board Chair: (C Fitt)</p>	<p>30th April 2007 (Safe Newcastle Partnership/NRF agree bidding options and process)</p> <p>31st August 2007 (Recruitment of the additional staff to meet review findings – dependant upon achieving additional funding for posts identified)</p> <p>November 2007 (YOT Board budget meeting)</p>	<p>2nd May 2007: NRF Appraisal process successfully completed and funding for 07/08 agreed.</p> <p>November 2007: All posts recruited and dates set for start by 1st December 2007.</p> <p>April 2007: Mainstreaming of funding for 2008/09 agreed with City Treasurer, prior to NRF appraisal.</p>

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	<p>NB Successful implementation over the next 12 months of points 5 – 12 (below) are dependant on the achievement of this development in core YOT capacity.</p>		<p>All items in Improvement Plan to be monitored and evaluated via reporting quarterly to YOT Board and YJB Regional Manager on progress against the Improvement Plan and YOT Performance Management reports.</p>	
<p>2. The problem of the growing number of children and young people with excessive alcohol use, and the health and social consequences of this, is addressed through the Children and Young People's Strategic Partnership</p>	<ol style="list-style-type: none"> 1. Review alcohol abuse services within CYP Substance Misuse Commissioning Group (sub-group of SNP and CYPSP) and agree additional steps where required. 2. Link to current work to develop Alcohol Strategy for the city to address wider partnership issues. 	<p>CYP Drug and Alcohol Manager: (D Robertson)</p>	<p>30th June 2007. (Joint Commissioning Group to review short-term service issues and connection to Alcohol Strategy)</p> <p>September 2007 (YOT issues linked to stakeholder consultation and draft strategy).</p>	<p>24th April 2007: Agreed review at June meeting of Commissioning Group. Issue of alcohol services now firmly linked to development of city-wide Alcohol Strategy.</p> <p>April 2007: Agreed inclusion of YOT Inspection issue in development of Alcohol Strategy for city.</p> <p>August 2007: Date now set for Alcohol Strategy to be produced by December 2007.</p>

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3. Consideration is given to the provision of a generic health worker post within the YOT	YOT Board PCT representative meet with YOT Manager and other relevant Health partners to agree way forward	YOT Board PCT lead: (A Fitzgerald)	30th April 2007 to initiate discussion, with subsequent actions as feasible in the light of available resources and local services.	30th April 2007: YOT Manager and YOT Board PCT lead agreed consideration of health input to YOT. To be concluded and action agreed. November 2007: To be linked to new YOT Board member for Health.
4. An Education/Learning and Development Plan for the employment, training and education work of the YOT is developed in conjunction with the Education Department.	1. Relevant Education and YOT staff undertake study day to establish response. 2. Establish plan for YOT	YOT Board Education lead (L Mason)	31st May 2007 30th November 2007	31st May 2007: YOT Board Education lead agreed planning process. Date to be agreed on 7 th June 2007. August 2007: Joint Study Day held 9 th July. Findings to be fed into planning process. November 2007: Draft plan presented to YOT Board.
<i>The YOT manager should ensure that:</i>				
5. A staff development plan is written and implemented	Identify lead operational manager and agree timescale for completion	Early Interventions Team Manager .	31st October 2007 (timescale to relate to increased management capacity within YOT)	November 2007: Workload pressures have delayed completion of draft plan. Request YOT Board extends timescale to February 2008 to allow Operations Manager to lead on this item.
6. Assets are used to inform planning and interventions,	1. YOT staff to follow procedures and meet national	YOT Manager and Team	Immediate	April 2007: Actioned by YOT Team Managers.

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<p>reviewed in line with the national standard and used to evaluate outcomes for children and young people</p>	<p>standards in relation to use of Asset and planning/review of interventions.</p> <p>2. Implementation of point 5 (above) to include focus on YJB Key Elements of Effective Practice for Assessment, Planning Interventions and Supervision.</p>	<p>Managers.</p>	<p>31st October 2007 (timescale to relate to increased management and staff capacity within YOT)</p>	<p>November 2007: Delay linked to 5 (above). YOT Board requested to extend timescale to February 2008 to link to Operations Manager lead on item 5.</p>
<p>7. Priority is given to the development of the use of the Risk of Serious Harm Asset supported by Risk of Harm training focused on case material and research rather than procedures.</p>	<p>1. Training opportunities to be developed with Northumbria Probation Service.</p> <p>2. Reduction in threshold of use of Risk of Serious Harm Asset.</p>	<p>YOT Manager and Probation Service member of YOT Board</p>	<p>30th June 2007</p> <p>31st October 2007 (only achievable with increased management and staff capacity, to take account of additional time input to cases for completion of additional work to current threshold, eg risk Assets and Risk</p>	<p>November 2007: Meeting held with NPS September 2007. Dates to be set for regional training event.</p> <p>November 2007: Workload pressures have delayed completion. YOT Board requested to extend timescale to February 2008 to link with Operations Manager in post.</p>

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			Management Plans).	
8. Increased management capacity is dedicated to developing the range of interventions available, in particular for girls and young women and children and young people from minority ethnic groups	Expanded YOT Management Team to establish clear plan to increase range of interventions to appropriately address identified needs of the diverse client group of the YOT.	YOT Manager and Team Managers	31st December 2007 (timescale to relate to increased management capacity within YOT)	To be completed: Lead role to be agreed at planning day for managers due in October 2007.
9. A systematic process is introduced for the screening of young people beyond school age without qualifications for basic skills, literacy and numeracy.	<ol style="list-style-type: none"> 1. Discuss with key ETE partners and agree process. 2. Identify tools and process and procedures 	<p>YOT Manager</p> <p>YOT ETE Practice and Performance group</p>	<p>30th April 2007</p> <p>31st December 2007</p>	<p>30th April 2007: Process agreed with partners within YOT.</p> <p>November 2007: Model identified. Training and roll-out to be delivered via ETE Practice and Performance Group</p>
10. The quality of post-release work in custody cases matches that of community-based cases.	Review Resettlement EPQA to address this issue, using analysis in Section 4 of the Report.	YOT Manager	30th April 2007	30th June 2007: Resettlement EPQA reviewed and updated.

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<p>11. Sufficient staff are trained to assess potential reparation projects for risk and, where necessary, victims' views are obtained after sentence so that the range available for reparation orders can be extended.</p>	<p>1. Train additional staff engaged in reparation work to assess potential reparation projects. 2. Review procedures to address and incorporate victims' views of reparation.</p>	<p>Court Team Manager and RJ staff.</p>	<p>31st May 2007 (identify current staff and training needs) 30th September (staff trained and assessing projects).</p>	<p>31st May 2007: Lead Manager (Ian Pike) identified staff and needs. 8th June 2007: H and S handbook distributed to team. November 2007: Training identified and to be delivered by December 2007.</p>
<p><i>Partner organisations should ensure that:</i></p>				
<p>12. A service level agreement with the Crown Court is developed</p>	<p>Work with relevant regional partners to agree a common SLA between YOTs and Crown Court</p>	<p>Court Team Manager</p>	<p>30th December 2007</p>	<p>September 2007: Item raised with YJB Regional Team and agreed for inclusion in regional YOT protocol work.</p>
<p>13. There is access to a Police and Criminal Evidence Act bed</p>	<p>Clarify responsibilities and procedures for provision of PACE beds to ensure that placements are provided.</p>	<p>Head of Children's Services</p>	<p>30th June 2007</p>	<p>31st May 2007: Agreed priority for provision and discussed with LAC Services Manager in absence of Head of Children's Services.</p>
<p>14. Sufficient resources from Connexions are</p>	<p>Work with Connexions Partners to agree action plan</p>	<p>Connexions Manager and YOT</p>	<p>26th January 2007 (joint planning day and detailed Action Plan to improve</p>	<p>30th May 2007: Joint Action Plan updated and amended. Resource input to YOT increased.</p>

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invested in the YOT.	to increase input to YOT.	Manager	performance and increase Connexions input to YOT).	
15. Those who have offended are able to benefit from the full range of employment, training and education resources available to all children and young people in the city.	Education and Connexions partners and YOT identify appropriate access routes to full range of ETE resources in city, via points 4 and 14, above.	YOT Board Education and Connexions leads (L Mason and S Morgan-Evans).	30th November 2007	24th March 2007: YOT Board agreed to link LSC Manager (A Wallace) to YOT Education/Connexions planning processes. November 2007: Draft plan presented to YOT Board.

Signed: R Stapley

Designation: YOT Manager

Date: 6.11.07