

# BRIDGEND COUNTY BOROUGH COUNCIL

## REPORT TO CABINET

16 APRIL 2019

### REPORT OF THE CORPORATE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

### FINDINGS OF THE INSPECTION OF YOUTH OFFENDING SERVICES IN WESTERN BAY BY HER MAJESTY'S INSPECTORATE OF PROBATION

#### 1. Purpose of report

1.1 The purpose of this report is to inform Cabinet of the findings of the recent inspection of Youth Offending Services in Western Bay by Her Majesty's Inspectorate of Probation (HMIP) and to inform Cabinet of the steps now being taken to improve these services.

#### 2. Connection to Corporate Improvement Objectives/other corporate priorities

2.1 The report links to the following improvement priorities in the Corporate Plan:

- **Supporting a successful economy** - we will take steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- **Helping people to be more self-reliant** - we will take early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
- **Smarter use of resources** - ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

#### 3. Background

3.1 Youth offending services/teams are statutory multi-agency partnerships that have a legal duty to co-operate in order to secure youth justice services appropriate to their area. They are funded from a variety of sources including UK Government, Welsh Government and the statutory partners (ie the local authority, Police, the Probation Service and Health).

3.2 The Crime and Disorder Act 1998, section 39(1) placed a duty on each local authority, acting with its statutory partners (ie Police, Probation and Health) to establish youth offending teams in their local area to deliver youth justice services.

3.3 Bridgend, Neath Port Talbot and Swansea Youth Offending Teams were in a voluntary, collaborative service since 29 May 2014 when the first Western Bay

Youth Justice and Early Intervention Service (WBYJEIS) Management Board was held and all local management boards ceased to exist. The Management Board was chaired by Neath Port Talbot County Borough Council's Director of Social Services, Health and Housing and had a membership in line with the requirements of the Crime and Disorder Act including Cabinet Members from all three local authorities.

#### **4. Current situation/proposal**

- 4.1 In October 2018, HMIP announced its intention to undertake a full joint inspection of Youth Offending Services (YOS) in Western Bay. In November 2018, colleagues from HMIP were joined by colleague inspectors from Police, Health, Social Care and Education and they undertook a two-week inspection of YOS.
- 4.2 The YOS submitted evidence in advance and the Chair of the YOS Management Board delivered a presentation to the full inspection team.
- 4.3 During the main fieldwork phase of the inspection, inspectors surveyed 12 individual case managers, asking them about their experiences of training, development, management supervision and leadership.
- 4.4 There was a meeting with the YOS Management Board and its Chair, interviews with a wide range of staff and managers, partnership workers and managers. Inspectors visited two of the three office bases used by the YOS. They interviewed two of the three directors of children's social care and two of the three local authority chief executive officers.
- 4.5 Inspectors completed case assessments over a one-week period, examining case files and interviewing case managers. 60 per cent of the cases selected were those of children and young people who had received court disposals 6 to 9 months earlier, enabling them to examine work in relation to assessing, planning, implementing and reviewing. Where necessary, interviews with other people significantly involved in the case also took place.
- 4.6 Inspectors examined 31 post-court cases. The sample size was set to achieve a confidence level of 80 per cent (with a margin of error of 5), and they ensured that the ratios in relation to gender, sentence or disposal type, risk of serious harm, and risk to safety and wellbeing classifications matched those in the eligible population.
- 4.7 Inspectors examined 20 out-of-court disposals. The sample size was set to achieve a confidence level of 80 per cent (with a margin of error of 5), and they ensured that the ratios in relation to gender, sentence or disposal type, risk of serious harm, and risk to safety and wellbeing classifications matched those in the eligible population.
- 4.8 At the conclusion of the inspection, the overall rating of the Western Bay YOS was deemed inadequate. There are 12 domains within the inspection framework and 9 of the 12 were rated as inadequate, 1 was rated as needing improvement, 1 was good and joint working was rated as outstanding (see full inspection report at Appendix 1).
- 4.9 Bridgend YOS was already planning to disaggregate from Western Bay before the inspection, due to the local authority's migration to Cwm Taf Morgannwg University Health Board, and this became effective on 1 April 2019. Bridgend has therefore

produced an individual post-inspection action plan for improvement (see Appendix 2).

- 4.10 The Youth Justice Board (Wales) (YJB) has been and will continue to be involved in supporting and monitoring the improvement journey for each of the three YOS and has arranged fortnightly update meetings with officers in each of the three areas. The YJB will be liaising directly with inspectors and Welsh Government on the improvement journey.

## **5. Effect upon policy framework and procedure rules**

- 5.1 There is no impact on the policy framework and procedure rules.
- 5.2 A YOS is a statutory multi-agency partnership with a legal duty to co-operate in order to secure youth justice services appropriate to their area.
- 5.3 The Crime and Disorder Act 1998, section 39(1) placed a duty on each local authority, acting with its statutory partners to establish a YOS in their local area to deliver youth justice services. Section 38(3) of the Act grants a power to the local authority and its statutory partners to make payment towards the expenditure incurred in providing youth justice services

## **6. Equality Impact Assessment**

- 6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics and an EIA status of low priority is considered appropriate at this stage.

## **7. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 7.1 A Well-being of Future Generations (Wales) Act 2015 assessment for the service has been completed (see Appendix 3).

### **Long-term**

The purpose of the Youth Justice Service is to ensure that youth justice services are available to young citizens. It incorporates how funding will be allocated to projects for the financial year and beyond. The sustainability of projects is important in this respect.

### **Prevention**

One of youth justice's key strategies is to reduce first-time entrants into the youth justice system so that fewer children and young people enter the youth justice system overall.

### **Integration**

Providing effective youth justice services has a positive impact on well-being objectives through direct delivery of interventions that improve a young person's

access to education training and employment giving them a better chance to be economically independent.

## **Collaboration**

Youth Offending Services/Teams (YOTs) are statutory multi-agency partnerships who have a legal duty under the Crime and Disorder Act 1998 to co-operate in order to secure youth justice services appropriate to their area funded from a variety of sources including UK Government, Welsh Government and the statutory partners. (ie local authorities, Police, HM Prison, Probation and Health).

## **Involvement**

Engaging young people in decision making and accepting responsibilities for their actions and future is critical to developing skills as constructive members of their community. Article 12 of the United Nations Convention on the Rights of the Child (UNCRC) establishes the right of young people to participate where decisions are being made that affect their future.

## **8. Financial implications**

- 8.1 A full re-structure will be undertaken to review posts and job descriptions ensuring Bridgend YOS is the right size and sufficiently resourced with clear lines of accountability. It is anticipated that this can be achieved within the current budget.
- 8.2 There will be costs associated with the improvement journey. Bridgend YOS has engaged with a consultant to audit all cases and this work is ongoing.
- 8.3 Training needs also have been identified in the post-inspection action plan and will be implemented early in the 2019-2020 financial year.
- 8.4 An earmarked reserve has been submitted to cover the costs of the consultant and identified training needs as part of the closure of the 2018-2019 accounts. However, if this is not successful, the additional costs will have to be met from wider Education and Family Support Directorate budgets.

## **9. Recommendations**

- 9.1 Cabinet is recommended to:
  - note the findings of the HMIP inspection; and
  - to note the steps being taken to improve the service (see Appendix 2).

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### **Background documents**

Report by the Corporate Director of Education and Family Support - Proposed Disaggregation of Youth Offending Services from the Western Bay arrangements (19 March 2019)

