

No.	Action/Notes:	Lead Action Owner	By When	Progress Update:	Status:
Recommendations					
1. Make sure that Board members understand the specific needs of children known to the YOT and advocate on their behalf in their own					
1.1	Presentation on specific needs of YOT cohort to Board members	Chair of the YOT Management Board	Jan-21	Complete -Extraordinary Board Meeting took place on 20th January 2021 and information presented to the board.	Action completed
2. Ensure the partnership understands the reasons for the significant number of Looked After Children known to the YOT, and reviews the policies and practices of all agencies to minimise the possibility of children entering the criminal justice system unnecessarily:					
2.1	Presentation to Board Members and Corporate Parenting Board regarding looked after children known to the YOT.	Service Manager Evidence Based Hub and YOT	Mar-21	Complete - Extraordinary Board Meeting took place on 20th January 2021 and information presented to the board. Corporate parenting board on 2 March 2021	Action completed
2.2	Review local Authority Policy – Looked after Children and Youth Justice	Head of Service LAC	Feb-21	Policy has been revised and was agreed at Board on	Action completed
2.3	Hold workshops for staff across CYPS and partnership to update knowledge	CYPS Training	Mar-21	Once the policy (2.2) has been agreed, training will be	Action may exceed original target date
2.4	Provide bespoke training in Restorative Justice for staff in residential care homes and foster carers	CYPS Training	Mar-21	CYPS training to coordinate – agreed 5th January 2021. Training has now been commissioned. Currently working with LAC and Placements Team to arrange suitable delivery dates. Foster Carer sessions were	Action completed

2.5	Review own agency policies and procedures to ensure that these are aligned with protocol for LAC.	Management Board	Mar-21	Presented to the Board on 21/06/2021 and added to the Board's action log. To review at the next Board on	Action may exceed original target date
3. Undertake a comprehensive health needs analysis of YOT children to better understand the health provision being delivered and what					
3.1	Health needs analysis to be completed. - SAME AS 6.1	Management Board – CCG Manager	Feb-21	Screening tools shared with CCG Manager 29/12/20 agreed to complete SALT,	Action completed
3.2	Review of Health Needs Analysis Findings - SAME AS 6.2	Management Board – CCG Manager	Mar-21	Information sharing arrangement currently being worked on. Paul Theaker	Action completed
3.3	Development of Health Pathways including: CAMHS, SALT, 0-19 - SAME AS 6.3	Management Board – CCG Manager	Mar-21	All pathways are now completed and operational.	Action completed
3.4	Implementation of pathways - SAME AS 6.4	Management Board – CCG Manager	Apr-21	All pathways are now completed and operational.	Action completed
4. Review the quality and accessibility of education, training and employment provision for post-16-year-old children known to the service					
4.1	Meet with stakeholders across Sheffield City Region to ensure that provision is accessible, inclusive and sufficient to meet the needs of the cohort.	Service Manager Evidence Based Hub and YOT	Apr-21	Met with post 16 providers in Rotherham regarding YOT cohort and contextual safeguarding <<insert date>>. Confirmed there is currently no stakeholder meeting within the region.	Action completed
4.2	Meet with existing post 16 providers to develop pathways for YOT young	Service Manager Evidence Based Hub and YOT	May-21	Variety of pathways and support in place for YOT	Action completed
4.3	To attend people and skills working group. Economic recovery group to ensure YOT cohort are considered in recovery planning.	Early Help ESF Lead	Jan-21	Discussion with Jenny Lawless/ Rachel Jackson – RJ to take this action forward at next P&S Working Group. YOT cohort is considered in planning.	Action completed
4.4	Provide opportunities via ESF pathway. - ESF Lead to attend YOT team meeting	Early Help ESF Lead	Feb-21	Invited to YOT Team meeting 14th January 2021	Action completed

4.5	Undertake skills audit to identify gaps in provision, accessibility and/or barriers to inclusion and ensure that commissioning arrangements are in	YJ Operations Coordinator	Mar-21	Skills audit undertaken - to be included in Management Board report for 15th March 2021.	Action completed
5. Review the quality of risk of harm work and improve the effectiveness of management oversight in all cases.					
5.1	Develop QA tool for Post court and out of court disposal to audit risk of Harm and Safety and wellbeing. - SAME AS 13.1 AND 21.1	Service Manager Evidence Based Hub and YOT	Feb-21	Meeting arranged for 13th January to develop new QA tool. Training booked for March for YJ Coordinator and Snr Practitioners. Tool has been developed and first	Action completed
5.2	Monthly Case audits to be undertaken and findings collated and presented to YOT management board quarterly - SAME AS 13.2 AND 21.2 BUT	Service Manager Evidence Based Hub and YOT	Mar-21	QA tool has been developed. 9 audits undertaken in February and will be 9 in March. Summary of findings	Action completed
5.3	Themed multi agency Audit to be completed bi-annually to QA partnership working arrangements. - SAME AS 13.3 AND 21.3 BUT	CYPS QPD team and Management Board	Mar-22	Meeting arranged for 13th January to schedule MA Audits and review current audit tools.	Action completed
5.4	Senior Practitioner and YOT Social Worker to undergo Management training provided by YJSIP - SAME AS	YJ Operations Coordinator	To commence January 2021	Training booked and commencing in January 2021. (YOT Social Worker no	Action completed
5.5	Mentor to be requested for YJ Operations Co-ordinator via YJSIP -	Service Manager Evidence Based Hub and YOT	Apr-21	Request was signed off by YOT management board on	Action completed
5.6	All YOT staff to complete refresher training on AssetPlus - SAME AS 13.6 BUT DIFFERENT COMPLETION DATE	Service Manager Evidence Based Hub and YOT	May-21	Training booked through Silver Bullet training company and has commenced in March 2021.	Action completed
5.7	To commission a peer review through Youth Justice Sector Improvement Partnership.	Management Board	Dec-21	Request was signed off by YOT management board on 15th March 2021. However, unlikely due to pandemic backlog, that this will take	Action completed
Organisational delivery					

6. Although health provision is available through the Early Help Service, the arrangements do not recognise the specialised needs of children known to the YOT, including physical and emotional, mental health and wellbeing					
6.1	Health needs analysis to be completed. - SAME AS 3.1	Management Board Health representative	Feb-21	See 3.1.	DUPLICATE ACTION
6.2	Review of Health Needs Analysis Findings - SAME AS 3.2	Management Board Health representative	Mar-21	See 3.2.	DUPLICATE ACTION
6.3	Development of Health Pathways including: CAMHS, SALT, 0-19 - SAME	Management Board Health representative	Mar-21	See 3.3.	DUPLICATE ACTION
6.4	Implementation of pathways - SAME AS 3.4	Management Board Health representative	Apr-21	See 3.4.	DUPLICATE ACTION
6.5	Partnership training to be delivered to YOT and Health colleagues.	Management Board Health representative	Apr-21	CAMHS attended YOT team meeting on 25th March 2021 to deliver training on pathways and service offer.	Action completed
7. The pathways for YOT staff to access health services, for example speech, language and communication provision, lack clarity.					
7.1	Screening tools to be revised and pathways developed and communicated to all YOT staff.	Management Board Health representative	Apr-21	Complete. SALT forms agreed at YOT Team Meeting on 15/07/2021.	Action completed
7.2	Dip Sampling of cases bi monthly to QA referrals to health services.	Service Manager Evidence Based Hub and YOT	Apr-21	Information sharing arrangement currently being	Action completed
7.3	Management oversight of all assessments to ensure multi agency contribution to assessment and plan.	YJ Operations Coordinator	Jan-21	Completed in all cases and reinforced through Triage and Outcomes panel	Action completed
8. Board members do not understand the specific needs of YOT children so cannot effectively advocate on their behalf in their own agency					
8.1	Quarterly presentation to YOT Board regarding current cohort status – including BAME, LAC, Health, SEND, ETE, Exclusions, re-offending	YJ Operations Coordinator	Extraordinary YOT Board Meeting took place on 20th January 2021	Analysis and data presented to YOT Management Board December 2020 and Extraordinary YOT board on 20th January 2021.	Action completed

8.2	Individual Board Members to provide disproportionality analysis of own services in relation to BAME, LAC, Health, SEND, EET, Exclusions.	Management Board	Mar-21	Work progressing, awaiting final summary report with recommendations to Board on 22/09/2021. Wider conversations around disproportionality with VRU, LCJB and YOT heads of service. This is included in	Action may exceed original target date
9. The Management Board and the partnership have not focused on why so many Looked After Children are known to the YOT.					
9.1	See also Recommendation 1 above.	Chair of the YOT Management Board	Jan-21	Complete - Extraordinary Board Meeting took place on 20th January 2021	DUPLICATE ACTION
9.2	Presentation to YOT Board in December and workshop in January. Presentation to Corporate Parenting Panel in March and JISC January	Chair of the YOT Management Board	Mar-21		Action completed
10. YOT figures for post-16-year-old children who are not in education, training and employment are high, and the partnership has not done enough work to review what provision is available in the locality for this cohort of children.					
10.1	See also Recommendation 4 above.	Management Board		See also Recommendation 4 above	DUPLICATE ACTION
10.2	Audit of YOT NEET cohort – findings presented to outreach and engagement coordinators and a specific strategy developed to meet	YJ Operations Coordinator	Feb-21	Conversation has taken place re: inclusion of this in the Outreach and Engagement NEET Strategy.	Action completed
11. Although YOT practitioners can access the interventions that are available as part of the wider Rotherham early help offer, there is little evidence that these services are regularly used for children known to the YOT.					

11.1	Focus group arranged for January 2021 to consult with staff in YOT, EBH and EH to agree how to share good practice and obtain best outcomes for Young people.	Service Manager Evidence Based Hub and YOT	Jan-21	Fortnightly YOT team meetings take place to share learning and good practice from locality teams. Team meetings have, to date, included input from: - Outreach and Engagement teams re Children's Centre activities - Early Help Managers – Assessment, planning and TAF reviews - Evidence Based Hub – Parenting programmes	Action completed
11.2	YOT workers to be 'matched' to a locality team to develop a better understanding of support and services	Service Manager Evidence Based Hub and YOT	Feb-21		Action completed
11.3	Future Planned Team meetings: ESF 14/1/21 SENDIASS 28/1/21	Service Manager Evidence Based Hub and YOT	Feb-21	Rachel Jackson attended ESF meeting. Kerry Taylor attended	Action completed
12. The inspection found that management oversight is poor both for post-court orders and out-of-court disposals.					
12.1	See also recommendation 5 above.	Service Manager Evidence Based Hub and YOT		See also recommendation 5 above.	DUPLICATE ACTION
12.2	Case managers to record individual discussions with Managers as management oversight to ensure this is clear in case records.	Service Manager Evidence Based Hub and YOT	Jan-21	Communicated to staff via team meeting and daily check in – reinforced through supervision of cases.	Action completed
12.3	Service Manager to continue to Moderate case file Audits and review previous Audits to draw out key learning and ensure this is communicated to all staff	Service Manager Evidence Based Hub and YOT	Monthly activity – to be reviewed quarterly.	CYPS audit schedule in place, audit feedback is standing item on team meeting agenda and supervision. Audit findings to be presented quarterly to	Action completed

Court disposals					
13. Assessing, delivering interventions and reviewing to keep other people safe were poor areas of practice that require improvement.					
13.1	Develop QA tool for Post court and out of court disposal to audit risk of Harm and Safety and wellbeing. - SAME AS	Service Manager Evidence Based Hub and YOT	Feb-21	See 5.1.	DUPLICATE ACTION
13.2	Monthly Case audits to be undertaken and findings collated and presented to YOT management board quarterly - SAME AS 5.2 AND 21.2 BUT DIFFERENT ACTION OWNERS	Service Manager Evidence Based Hub and YOT	Monthly activity to be reviewed quarterly and presented to board	See 5.2.	DUPLICATE ACTION
13.3	Themed multi agency Audit to be completed bi-annually to QA partnership working arrangements. - SAME AS 5.3 AND 21.3 BUT	CYPS QPD team and Management Board	Mar-22	See 5.3.	DUPLICATE ACTION
13.4	Senior Practitioner and YOT Social Worker to undergo Management training provided by YJSIP - SAME AS	YJ Coordinator	Jan-21	See 5.4.	DUPLICATE ACTION
13.5	Mentor to be requested for YJ Operations Co-ordinator via YJSIP -	Service Manager Evidence Based Hub and YOT	Apr-21	See 5.5	DUPLICATE ACTION
13.6	All YOT staff to complete refresher training on AssetPlus - SAME AS 5.6 BUT DIFFERENT COMPLETION DATE	Service Manager Evidence Based Hub and YOT	May-21	See 5.6.	DUPLICATE ACTION
14. The needs and wishes of victims were not always considered, and the potential impact on victims was not adequately assessed.					
14.1	Develop QA tool for Post court and out of court disposal to audit victim	Remedi manager	Feb-21	On target to be completed	Action completed
14.2	Review victim engagement at quarterly contract reviews with	Remedi manager	Mar-21	Contract reviews are in place and take place quarterly	Action completed

14.3	Remedi to liaise with SYP to encourage victims to give consent to engage with services.	Remedi Manager	Mar-21	Deep dive audits being completed by Remedi. Issue of time taken from offence to sentencing has been escalated to the Local Criminal Justice Board and will be discussed at the	Action completed
15. A lack of health input in relevant cases meant that some children's needs were not met.					
15.1	See also recommendation 4 above.	Board Members – Rotherham CCG Representative and TRFT Manager		See also recommendation 4 above.	DUPLICATE ACTION
15.2	Health services to be represented at YMARAC and Triage and Outcome Panel. - SAME AS 18.2	Board Members – Rotherham CCG Representative and TRFT Manager	Jan-21	Complete - Liaison and diversion attending both meetings	Action completed
16. When children were discussed at multiagency meetings it was not always evident in their cases what impact this had on their level of					
16.1	Monthly Dip sampling of case files to ensure case records reflect risk levels and intervention addresses risk identified.	Service Manager Evidence Based Hub and YOT	Feb-21	Dates for dip sampling scheduled for 2021 – findings to be reported to YOT management Board quarterly.	Action completed
17. Although staff had received training on signs of safety and trauma-informed practice, there was limited evidence that these approach					

17.1	Refresher training TIP to be completed by all YOT staff and practice lead identified.	CYPS training and development Service Manager Evidence Based Hub and YOT	Mar-21	Agreed with CYPS Training and development. TIP has been offered and delivered by Violence Reduction Unit in line with CYPS workforce plan.	Action completed
17.2	Refresher training in SOS to be completed by all YOT staff and practice lead identified.	CYPS training and development Service Manager Evidence Based Hub and YOT	May-21	SoS training was delivered to YOT team in April and May 2021. The advanced training for	Action completed
Out-of-court disposals					
18. The lack of health provision in relevant cases hampered the work done to keep children safe					
18.1	See also recommendation 4 above.	Board representatives – CCG Manager and TRFT Manager		See also recommendation 4 above.	DUPLICATE ACTION
18.2	Health services to be represented at YMARAC and Triage and Outcome	Board representatives – CCG Manager and TRFT Manager	Jan-21	See 15.2.	DUPLICATE ACTION
19. Not all children were assessed before a disposal was delivered.					
19.1	All children to be referred to the YOT for screening and initial assessment prior to outcome.	South Yorkshire Police	Mar-21	Agreed with SYP District Commander to commence March 2021. New pathway has been agreed. Review of capacity in SYP and YOT agreed on all LAC (rather than all	Action completed
19.2	To establish a triage and outcomes panel to ensure Multi agency decision making regarding Domain 3 cases and	Service Manager Evidence Based Hub and YOT	Feb-21	Panel Established – TOR have been reviewed and agreed.	Action completed

20. For out-of-court work generally, there was a capacity issue with the role of the seconded police officer, as there was insufficient resourcing

20.1	YOT Police officer to produce new pathway and identify where additional	South Yorkshire Police	Jan-21	Completed – SYP YOT Police officer to broker support	Action completed
20.2	Pathway to be presented and agreed at March YOT Management board.	South Yorkshire Police	Apr-21	Agreed at 15th March 2021 Board.	Action completed

21. Planning and the delivery of services for a child’s safety and wellbeing and for keeping other people safe were poor

21.1	Develop QA tool for Post court and out of court disposal to audit risk of Harm and Safety and wellbeing. - SAME AS	Service Manager Evidence Based Hub and YOT	Feb-21	See 5.1.	DUPLICATE ACTION
21.2	Monthly Case audits to be undertaken and findings collated and presented to YOT management board quarterly - SAME AS 5.2 AND 13.2 BUT	Service Manager Evidence Based Hub and YOT	Mar-21	See 5.2.	DUPLICATE ACTION
21.3	Themed multi agency Audit to be completed bi-annually to QA partnership working arrangements. - SAME AS 5.3 AND 13.3 BUT	CYPS PQ Team and YOT Management Board	Mar-22	See 5.3.	DUPLICATE ACTION