

BRIEFING	TO:	Improving Lives Select Commission
	DATE:	21 September 2021
	LEAD OFFICER	David McWilliams Assistant Director Early Help and Family Engagement david.mcwilliams@rotherham.gov.uk
	TITLE:	YOT HMIP Inspection Action Plan Progress Report

1	Background
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1.1	<p>This paper provides an update against progress on the YOT Inspection Action Plan, following the HMIP inspection of Rotherham Youth Offending Team in September 2020.</p> <p>The subsequent report was published in December 2020 which made five recommendations and awarded an overall judgement of Requires Improvement.</p> <p>Rotherham Youth Offending Team was inspected under the HMIP ‘Small YOT’ inspection Framework which is new. Peterborough, Windsor Maidenhead and Rotherham were selected to be the first Youth Offending Teams to be inspected under this new framework.</p> <p>Because of the impact of COVID-19, the inspection was conducted remotely. Meetings and case interviews were arranged and facilitated using Microsoft Teams.</p> <p>The Inspection was carried out across three ‘Domains’ and within these domains there are 12 standards. Judgements were made against the following areas;</p> <p>Domain One (Organisational delivery):</p> <ul style="list-style-type: none"> • Governance and leadership • Staff • Partnerships and services • Information and facilities <p>Domain Two (Court Disposals):</p> <ul style="list-style-type: none"> • Assessment • Planning • Implementation and delivery • Reviewing • Risk, safety and wellbeing. <p>Domain Three (Out-of-Court disposals)</p> <ul style="list-style-type: none"> • Assessment • Planning Inadequate • Implementation and Delivery • Joint Working <p>As part of the inspection requirement, Surveys were also completed by our, Children & Young People, Staff and Volunteers.</p>
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<p>1.2</p>	<p>The report makes five recommendations.</p> <p>The Chair of the YOT Management Board should:</p> <ol style="list-style-type: none"> 1. Make sure that Board members understand the specific needs of children known to the YOT and advocate on their behalf in their own agencies. <p>The YOT Management Board should:</p> <ol style="list-style-type: none"> 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. 3. Undertake a comprehensive health needs analysis of YOT children to better understand the health provision being delivered and what needs to be developed. 4. Review the quality and accessibility of education, training and employment provision for post-16-year-old children known to the service. <p>The YOT Service Manager should:</p> <ol style="list-style-type: none"> 5. Review the quality of risk of harm work and improve the effectiveness of management oversight in all cases.
<p>1.3</p>	<p>Areas noted as Strengths:</p> <ul style="list-style-type: none"> • The Chair of the YOT Management Board is very committed to his role and is a strong advocate for children. • There is priority given to involving children, listening to what they say and responding to their feedback in order to influence future service delivery. • The Management Board and the partnership are aware that there is a disproportionate number of black, Asian and minority ethnic children known to the YOT, and have projects in place to try to address the issue. • YOT staff do all they can to encourage good engagement and compliance from the child and their family, and staff and managers are child-centred and know their children well. • The YOT has good transition arrangements with the National Probation Service and the Community Rehabilitation Company, which includes regular transition meetings where cases are monitored and reviewed. • The service has good links with the Special Educational Needs and Disabilities Team, and the Head of Inclusion is a member of the YOT Management Board.

1.4	<p>Across the 12 standards, three were judged to be inadequate.</p> <ul style="list-style-type: none"> • Domain Two (Court Disposals), Assessments were rated as inadequate. This judgement relates to 6 cases that were inspected out of a cohort of 15 (40%). • Domain Three (Out of Court Disposals), Planning; ‘The quality of planning is rated as ‘Inadequate’. Planning relating to desistance was outstanding but planning for a child’s safety and wellbeing and keeping other people safe was inadequate, and this has led to the overall rating of ‘Inadequate.’ • Implementation and Delivery were also judged to be inadequate. ‘The quality of implementing and delivering interventions and services is rated as ‘Inadequate’. Delivering services to promote desistance was good; however, for safety and wellbeing and keeping other people safe it was inadequate.’ 4 Cases were inspected out of a cohort of 181 (2.2% of cases). 										
1.5	<p>In the lead inspector’s feedback she “<i>recognised that the Rotherham YOT was on an improvement journey</i>” and stated that inspectors “<i>were in no doubts, that if they had visited in 6 months’ time or we weren’t in the middle of a pandemic they would have found us further along the journey.</i>”</p>										
1.6	<p>The inspection was unable to take into account the huge volume of successful preventative work the service does to keep young people out of the criminal justice system in the first place.</p>										
2	<p>Key Issues</p>										
2.1	<p>Whats Working Well</p> <table border="1" data-bbox="233 1330 1161 1576"> <thead> <tr> <th data-bbox="233 1330 951 1406">CURRENT RAG STATUS</th> <th data-bbox="951 1330 1161 1406">No. of actions:</th> </tr> </thead> <tbody> <tr> <td data-bbox="233 1406 951 1449">Action may exceed original target date</td> <td data-bbox="951 1406 1161 1449">3</td> </tr> <tr> <td data-bbox="233 1449 951 1491">Action progressing and on track</td> <td data-bbox="951 1449 1161 1491"></td> </tr> <tr> <td data-bbox="233 1491 951 1534">Action completed</td> <td data-bbox="951 1491 1161 1534">43</td> </tr> <tr> <td data-bbox="233 1534 951 1576">Action due to start</td> <td data-bbox="951 1534 1161 1576"></td> </tr> </tbody> </table> <p>43 of the the 46 actions on the plan have been completed.</p>	CURRENT RAG STATUS	No. of actions:	Action may exceed original target date	3	Action progressing and on track		Action completed	43	Action due to start	
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2.2	<p>YOT staff have undergone training in Unconditional Bias, Trauma Informed Practice, AssetPlus training, and Signs of Success training.</p>										
2.3	<p>Restorative Justice training has been delivered to 75 foster carers (52 households) and be delivered to residential staff.</p>										
2.4	<p>The pathway for Out of Court Disposals has been revised with South Yorkshire Police to ensure that all Looked After Children are assessed by the YOT as well as any other young people where offences have occurred within a child’s home.</p>										

3	What are we worried about and what are we doing about it?
3.1	Review own agency policies and procedures to ensure that these are aligned with protocol for LAC: (YOT Management board representatives)
3.2	Hold workshops for staff across CYPS and partnership to update knowledge and skills (Linked to 3.1)
3.3	Individual Board Members to provide disproportionality analysis of own services in relation to BAME, LAC, Health, SEND, EET, Exclusions: (YOT Management board representatives).
3.4	The Outstanding three Actions will be addressed at the YOT Board on 22 September 2021.
4	Key Actions and Relevant Timelines
4.1	<p>14 -17 September 2020 – HMIP Fieldwork took place in Rotherham</p> <p>14 December 2020 – YOT Management Board</p> <p>17 December 2020 – HMIP Report published</p> <p>11 January 2021 – HMIP Action plan submitted</p> <p>19 January 2021 – SLT Report</p> <p>20 January 2021 – Extraordinary YOT Board</p> <p>26 January 2021 – Improving Lives Select Commission</p> <p>8 February 2021 – Safer Rotherham Partnership</p> <p>11 February 2021 – CEO group</p> <p>2 March 2021- Corporate Parenting Panel</p> <p>15 March 2021 – YOT Management Board</p> <p>16 September 2021 – CEO's</p> <p>21 September 2021 – Improving Lives Select Commission</p> <p>22 September 2021 – YOT Management Board</p>
5	Recommendations
5.1	That ILSC note the progress made against the action plan (as detailed at Appendix 1) to date.