



Inspection of
Youth
Offending

Archwilio Rhaglen Troseddwyr Ifanc



Arolygiad ar y Cyd Cyfiawnder Troseddol

Core Case Inspection of youth offending work in England and Wales

Reinspection report on youth
offending work in:

North Lincolnshire

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Foreword

This Core Case Reinspection of youth offending work in North Lincolnshire took place as part of the Inspection of Youth Offending programme. We have examined a representative sample of youth offending cases from the area, and have judged how often the Public Protection and the Safeguarding aspects of the work were done to a sufficiently high level of quality.

We judged that the Safeguarding aspects of the work were done well enough 84% of the time. With the Public Protection aspects, work to keep to a minimum each individual's *Risk of Harm to others* was done well enough 81% of the time, and the work to make each individual less likely to reoffend was done well enough 83% of the time. A more detailed analysis of our findings is provided in the main body of this report, and summarised in a table in Appendix 1. These figures can be viewed in the context of our findings from Wales and the regions of England inspected so far – see the Table below.

The reinspection was necessary because in the last inspection we found that action to protect the child or young person and the public and work delivered to individuals so that they were less likely to reoffend was insufficient.

We found that the YOS had made significant efforts to implement the improvement plan submitted to us in February 2011 and, as a result, the overall performance is much stronger. The quality assurance systems now in place had ensured that in most cases relevant assessments, plans and reviews were undertaken and the majority were sufficient. These results reflect the Management Board's commitment to the process of improvement and the YOS management team's focus on quality and management oversight. All staff had worked hard to improve the quality of work.

Overall, we consider this a very creditable set of findings, and believe that the foundations for sustained improvement are in place.

Liz Calderbank
HM Chief Inspector of Probation

May 2012

	Scores from Wales and the English regions that have been inspected to date			Scores for North Lincolnshire
	Lowest	Highest	Average	
'Safeguarding' work <i>(action to protect the young person)</i>	37%	91%	67%	84%
'Risk of Harm to others' work <i>(action to protect the public)</i>	36%	86%	62%	81%
'Likelihood of Reoffending' work <i>(individual less likely to reoffend)</i>	43%	87%	70%	83%

Acknowledgements

We would like to thank all the staff from the Youth Offending Service, members of the Management Board and partner organisations for their assistance in ensuring the smooth running of this inspection.

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Scoring – and Summary Table

This report provides percentage scores for each of the ‘practice criteria’ essentially indicating how often each aspect of work met the level of quality we were looking for. In these inspections we focus principally on the *Public Protection* and *Safeguarding* aspects of the work in each case sample. Accordingly, we are able to provide a score that represents how often the *Public Protection* and *Safeguarding* aspects of the cases we assessed met the level of quality we were looking for, which we summarise here¹. We also provide a headline ‘Comment’ by each score, to indicate whether we consider that this aspect of work now requires either **MINIMUM, MODERATE, SUBSTANTIAL** or **DRASTIC** improvement in the immediate future. (*Previous inspection results*).

Safeguarding score:	
This score indicates the percentage of <i>Safeguarding</i> work that we judged to have met a sufficiently high level of quality. This score is significant in helping us to decide whether an early further inspection is needed.	
Score: 84% (37%)	Comment: MINIMUM improvement required

Public Protection – Risk of Harm score:	
This score indicates the percentage of <i>Risk of Harm</i> work that we judged to have met a sufficiently high level of quality. This score is significant in helping us to decide whether an early further inspection is needed.	
Score: 81% (36%)	Comment: MINIMUM improvement required

Public Protection - Likelihood of Reoffending score:	
This score indicates the percentage of <i>Likelihood of Reoffending</i> work that we judged to have met a sufficiently high level of quality.	
Score: 83% (43%)	Comment: MINIMUM improvement required

We advise readers of reports not to attempt close comparisons of scores between individual areas. Such comparisons are not necessarily valid as the sizes of samples vary slightly, as does the profile of cases included in each area’s sample. We believe the scoring is best seen as a headline summary of what we have found in an individual area, and providing a focus for future improvement work within that area. Overall our inspection findings provide the ‘best available’ means of measuring, for example, how often each individual’s *Risk of Harm to others* is being kept to a minimum. It is never possible to eliminate completely *Risk of Harm* to the public, and a catastrophic event can happen anywhere at any time – nevertheless a ‘high’ *RoH* score in one inspected location indicates that it is less likely to happen there than in a location where there has been a ‘low’ *RoH* inspection score. In particular, a high *RoH* score indicates that usually practitioners are ‘doing all they reasonably can’ to minimise such risks to the public, in our judgement, even though there can never be a guarantee of success in every single case.

¹ An explanation of how the scores are calculated can be found in Appendix 5

Recommendations for improvement

(primary responsibility is indicated in brackets)

Changes are necessary to ensure that, in a higher proportion of cases:

- (1) as a consequence of the assessment, the record of the intervention plan is specific about what will now be done in order to safeguard the child or young person from harm, to minimise any identified *Risk of Harm to others* and reduce the Likelihood of Reoffending (YOS Manager).

Next steps

A revised improvement plan addressing this recommendation should be submitted to HM Inspectorate of Probation four weeks after the publication of this inspection report. Once finalised, the plan will be forwarded to the Youth Justice Board to monitor its implementation.

Making a difference

Here are some examples of North Lincolnshire YOS work that impressed.

Assessment and Sentence Planning

General Criterion: 1.2

Joshua was assessed as a high LoR due to his impulsive nature, the negative influence of peers and the funding of his drug use. At the start of his order, Joshua and his case manager agreed that a primary goal would be reducing his use of drugs. Joshua engaged well with the substance misuse worker and after eight months he had stopped using drugs. Joshua also worked with his case manager on offence-focused work, looking at 'risky' situations and strategies to avoid offending, for example, stopping and thinking, responding to pressures from peers and how his actions affected others. Joshua applied the skills he had learned to avoid offending over Christmas. He had since distanced himself from his offending peer group and complied with his order. He had not reoffended and has accessed a local college course in construction studies.

Delivery and Review of Interventions

General Criterion: 2.2

Ryan (aged 12) received a nine month referral order for an offence of burglary. Recognising his age, limited social skills and lack of confidence as possible barriers to engagement, it was agreed (through an internal intervention planning meeting) that initially Ryan would be offered the support of a mentor. This person could give him more time, in order to help him engage with the order. Through regular contact with the mentor and his case manager Ryan's confidence increased with professionals. The commencement of his reparation was placed on hold until he was in a position to engage positively with YOS workers. A three way meeting was held to introduce him to his reparation supervisor and an individual placement was secured taking into account his vulnerability around other older children and young people. Ryan has started to communicate more with his case manager. He is due to commence reparation on a one-to-one basis working on a local allotment. This is a good example of utilising particular resources in response to an individual need whilst not losing sight of the purpose of the sentence – to reduce the LoR.

All names have been altered.

1. ASSESSMENT AND SENTENCE PLANNING

OVERALL SCORE: 78%

1.1 Risk of Harm to others (RoH):

General Criterion:

The assessment of RoH is comprehensive, accurate and timely, takes victims' issues into account and uses Asset and other relevant assessment tools. Plans are in place to manage RoH.

Score:

83%

Comment:

MINIMUM improvement required

Strengths:

- (1) An Asset RoSH screening was completed in all cases. All except one were timely and most were accurate.
- (2) Over two-thirds of the RoSH screenings indicated the need for a full RoSH analysis to be completed. All were completed and the great majority were timely.
- (3) In 81% of cases we considered the Asset RoSH classification to be accurate.
- (4) In more than three-quarters of cases the RoSH assessment had drawn adequately on all the information from MAPPAs and other agencies' previous assessments.
- (5) Almost all RMPs were completed on time.
- (6) There was one Level 2 MAPPA case. In this case a timely referral to MAPPA had been made and the initial MAPPA level was appropriate.
- (7) In 26 out of 28 cases, details of the RoSH assessment and management had been appropriately communicated to those staff and agencies involved.

Areas for improvement:

- (1) In five cases we judged that the Asset RoSH classification was too high and in two cases too low. In a small number of cases the risk classification was too high because the assessment was based on speculation or 'what if' certain events had occurred or will occur rather than analysis of actual behaviour. This was particularly the case for offences of domestic burglary where case managers tried to predict what may have happened if the child or young

person had met the occupant when the house was empty at the time of the offence and the child or young person did not have any previous offences for violence.

- (2) When a RoSH full analysis had been completed, 5 out of 24 had not been completed to a satisfactory standard mainly because the risk to victims and previous relevant behaviour had not been fully considered. Effective management oversight of the *RoH* assessment was not evidenced in 11 out of 32 cases.
- (3) RMPs were not completed to a sufficient quality in 10 out of 25 cases. The main shortcomings in RMPs were roles and responsibilities of staff were not clear; planned responses to any change in *RoH* were inadequate or unclear; and victim issues were not covered. A number of RMPs included actions that were too broad and not specific to the *RoH* posed by the individual child or young person. Effective management oversight of the RMP was not sufficient in 12 out of 25.
- (4) Where there was no requirement for an RMP, the need for planning for *RoH* issues had not been recognised in two out of seven and acted on in two out of four cases.

1.2 Likelihood of Reoffending:	
General Criterion:	
<i>The assessment of the LoR is comprehensive, accurate and timely and uses Asset and other relevant assessment tools. Plans are in place to reduce LoR.</i>	
Score:	Comment:
77%	MINIMUM improvement required

Strengths:

- (1) All cases had an initial assessment of LoR and all except one was timely. Three-quarters were of a sufficient quality. We saw evidence of active engagement of the child or young person to carry out the assessment in 86% of cases.
- (2) The learning style of the child or young person had been assessed in just under three-quarters of cases.
- (3) More than two-thirds of assessments of LoR had taken into account *What do YOU think?*, a self-assessment. Almost all the assessments were informed by children’s social care services, ETE and other relevant agencies.
- (4) The initial assessment was reviewed at appropriate intervals in 89% of cases.

- (5) In all ten custodial cases there was a timely sentence plan. The majority of factors associated with the offence and diversity needs were addressed in the plans.
- (6) There was a community intervention plan or referral order contract produced for all relevant cases and the great majority were timely. Over three-quarters of plans sufficiently addressed behaviours associated with offending, had taken into account Safeguarding issues, responded appropriately to identified diversity needs and included positive factors. Most plans focused on achievable change.
- (7) Three-quarters of community and custodial plan objectives were sensitive to diversity issues. Over three-quarters of community intervention plan objectives included appropriate Safeguarding work and had taken account of victims' issues.
- (8) The child or young person was actively involved in the planning process in 95% and parents/carers in 89% of cases.
- (9) In all custodial cases, YOS workers and the majority of other agencies had been actively and meaningfully involved throughout the custodial planning process.
- (10) The intervention plan was reviewed at appropriate intervals in 90% of custody and 83% of community cases.

Areas for improvement:

- (1) In 8 out of 29 cases the parents/carers were not actively engaged with the initial assessment.
- (2) Custodial plans did not sufficiently integrate RMPs in seven out of ten cases. Four out of nine plans did not take into account Safeguarding needs and three out of ten did not include positive factors. Custodial plan objectives were limited to what interventions were available in the institution rather than what interventions the child or young person had been assessed as needing.
- (3) Community intervention plans or referral order contracts had not integrated RMPs or incorporated the child or young person's learning style in under half the relevant cases. Over half the plans did not set relevant goals or realistic timescales and one-third did not reflect national standards.
- (4) More than half of the objectives within community and custodial plans were not sequenced to offending-related factors or prioritised according to *RoH*. Half of the custodial plan objectives did not include appropriate Safeguarding work or take into account victim issues.

1.3 Safeguarding:

General Criterion:

The assessment of Safeguarding needs is comprehensive, accurate and timely and uses Asset and other relevant assessment tools. Plans are in place to manage Safeguarding and reduce vulnerability.

Score:

78%

Comment:

MINIMUM improvement required

Strengths:

- (1) The Asset vulnerability screening was completed in all cases and was timely except for one case. The screening was completed to a sufficient quality in 86% of cases.
- (2) In 86% of cases Safeguarding needs were reviewed as appropriate.
- (3) In our judgement, there were 33 cases where a VMP should have been completed. Of the 28 that were completed, 26 were timely.
- (4) Secure establishments were made aware of vulnerability issues prior to or immediately on sentence in seven out of nine relevant cases.
- (5) In 11 cases copies of other plans (for example, care plans) were on file. In all 17 relevant cases a contribution had been made (for example, through CAF) to other assessments and plans designed to safeguard the child or young person.

Areas for improvement:

- (1) Eleven VMPs were not of a sufficient quality mainly because roles and responsibilities were not clear and planned responses to any factors that could increase vulnerability were inadequate or unclear. A number of VMPs did not state which professional or agency was responsible for carrying out actions.
- (2) In 9 out of 28 VMPs the plan did not contribute to, or inform interventions and in 6 out of 12 other external plans.
- (3) Effective management oversight of vulnerability assessments was not evidenced in 10 out of 35 cases.

COMMENTARY on Assessment and Sentence Planning as a whole:

Since the last inspection the YOS had introduced Intervention Planning meetings. The child or young person, parent/carer, case manager and other specialist workers attended the meeting. A number of different areas of work were discussed including engagement, Safeguarding, victims' issues, positive activities and agreeing targets, all with the child or young person and parents/carers actively and meaningfully involved. This provided an innovative and clear way to engage and share planning with service users.

2. DELIVERY AND REVIEW OF INTERVENTIONS

OVERALL SCORE: 88%

2.1 Protecting the public by minimising Risk of Harm to others (RoH):

General Criterion:

All reasonable actions have been taken to protect the public by keeping to a minimum the child or young person's RoH.

Score:

86%

Comment:

MINIMUM improvement required

Strengths:

- (1) *RoH* had been reviewed thoroughly in line with required timescales in the great majority of cases and following a significant change in over three-quarters.
- (2) In 82% of cases changes in *RoH* or acute risk factors were anticipated, identified swiftly and acted on appropriately.
- (3) Effective use was made of MAPPA in one relevant case; decisions taken were clearly recorded, followed through, acted on and reviewed appropriately. The case manager and all other relevant YOS staff and external agencies contributed effectively to MAPPA processes.
- (4) In all relevant cases except one, case managers and all other appropriate staff contributed effectively to other multi-agency meetings.
- (5) Purposeful home visits had been carried out throughout the course of the sentence in accordance with the level of *RoH* in 92% and Safeguarding issues in 89% of cases.
- (6) Case managers had given sufficient attention to the assessment of the safety of victims in 87% of cases.
- (7) In almost all cases, appropriate resources had been allocated throughout the sentence to *RoH*.
- (8) In over three-quarters of relevant cases specific interventions to manage *RoH* in the community and in custody were delivered as planned and in the community reviewed following a significant change.
- (9) There was effective management oversight of *RoH* in the great majority of relevant cases.

Area for improvement:

- (1) A high priority was not given to victim safety in 7 out of 24 cases.

2.2 Reducing the Likelihood of Reoffending:	
General Criterion: <i>The case manager coordinates and facilitates the structured delivery of all elements of the intervention plan.</i>	
Score: 89%	Comment: MINIMUM improvement required

Strengths:

- (1) In over three-quarters of cases delivered interventions were of good quality, appropriate to learning style and incorporated all diversity issues. Interventions were designed to reduce LoR, implemented in line with the intervention plan and reviewed appropriately.
- (2) In all ten custody cases the YOS had been involved in the review of interventions in custody.
- (3) Based on the YOS assessment of LoR and RoSH the initial Scaled Approach intervention level was judged to be correct in all but one case.
- (4) In almost all cases resources had been allocated according to the assessed level of LoR throughout the sentence.
- (5) In all 19 relevant cases all requirements of the sentence had been implemented.
- (6) Throughout the sentence in all custody and 94% of community cases YOS workers had actively motivated and supported the child or young person and reinforced positive behaviour.
- (7) YOS workers had actively engaged parents/carers, where appropriate, in all custody and community cases.

Area for improvement:

- (1) In one-third of cases delivered interventions in the community were not sequenced appropriately.

2.3 Safeguarding the child or young person:

General Criterion:

All reasonable actions have been taken to safeguard and reduce the vulnerability of the child or young person.

Score:

87%

Comment:

MINIMUM improvement required

Strengths:

- (1) Necessary immediate action had been taken to safeguard and protect the child or young person and other affected children and young people in all relevant cases.
- (2) In all relevant custody and most community cases all necessary referrals to ensure Safeguarding had been made to other appropriate agencies.
- (3) YOS workers and other agencies had worked together to promote Safeguarding and the well-being of the child or young person in all applicable custody and community cases.
- (4) In all custody cases other YOS workers and the great majority of other agencies worked together to ensure continuity of provision of mainstream services in the transition from custody to community.
- (5) Specific interventions to promote Safeguarding in the community were identified, incorporated in the VMP and delivered in most relevant cases. In custody cases those interventions had been delivered and reviewed every three months or following a significant change.
- (6) There had been effective management oversight of Safeguarding and vulnerability needs in 75% of custody and 88% of community cases.
- (7) All relevant staff supported and promoted the well-being of the child or young person throughout the course of the sentence in all custody and 92% of community cases.

Area for improvement:

- (1) In one-third of custody cases, specific interventions to promote Safeguarding were not identified or incorporated in the VMP. In community cases those interventions were not reviewed in 10 out of 28 cases.

COMMENTARY on Delivery and Review of Interventions as a whole:

There were a number of cases where a Child With Additional Needs meeting had taken place. From the notes of these meetings it was evident that liaison and joint working between children's social care services and the YOS had improved since the last inspection. Where appropriate a multi-agency approach was in place to assess and manage Safeguarding and vulnerability of children and young people coming to the YOS.

3. OUTCOMES

OVERALL SCORE: 82%

Our inspections include findings about initial outcomes, as set out in this section. In principle, this is the key section that specifies what supervision is achieving, but in practice this is by necessity just a snapshot of what has been achieved in only the first 6-9 months of supervision, and for which the evidence is sometimes only provisional.

3.1 Achievement of outcomes:

General Criterion:

Outcomes are achieved in relation to RoH, LoR and Safeguarding.

Score:

81%

Comment:

MINIMUM improvement required

Strengths:

- (1) Where there was an identifiable victim or identifiable potential victim there was evidence that *RoH* was effectively managed in all applicable cases except one.
- (2) *RoH* had been managed effectively in 29 out of 33 cases.
- (3) In all relevant cases reporting instructions given were sufficient for the purpose of carrying out the sentence of the court.
- (4) Where a child or young person had not complied with their sentence the response from the YOS was sufficient in 15 out of 17 cases.
- (5) In cases where there had been an overall reduction in the Asset score the factors relating to offending that had reduced most often were thinking and behaviour (49%); family and personal relationships (48%); and attitudes to offending (47%).
- (6) In relevant cases, there appeared to be a reduction in the frequency (70%) and in the seriousness (63%) of offending.
- (7) There had been a reduction in risk factors linked to Safeguarding in 72% of relevant cases.
- (8) All reasonable action had been taken to keep the child or young person safe in 27 out of 31 cases.

Areas for improvement:

- (1) There had not been an overall reduction in the Asset score in 15 out of 35 cases.
- (2) In 40% of cases there was evidence of insufficient progress in relation to the factors which were linked to making the child or young person more likely to offend.

3.2 Sustaining outcomes:	
General Criterion: <i>Outcomes are sustained in relation to RoH, LoR and Safeguarding.</i>	
Score: 88%	Comment: MINIMUM improvement required

Strengths:

- (1) Full attention had been given to community reintegration issues in almost all cases.
- (2) Action had been taken to ensure positive outcomes were sustainable in 18 out of 20 community cases.

Area for improvement:

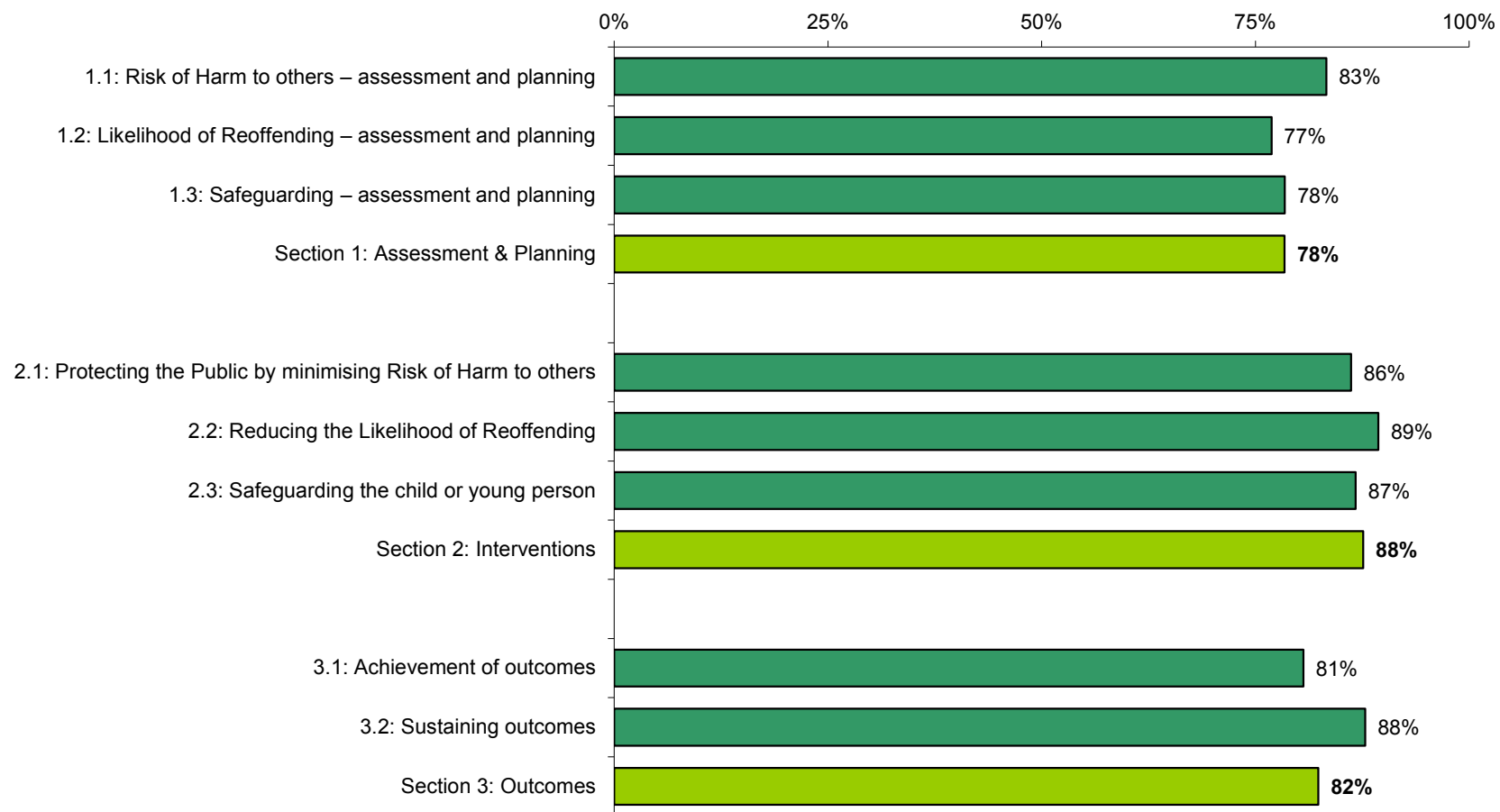
- (1) During the custodial phase of the sentence action had not been taken or plans put in place to ensure positive outcomes were sustainable in three out of eight cases.

COMMENTARY on Outcomes as a whole:

There were a number of examples of case managers' ensuring that children and young people continued to have links with specific agencies when an order or licence expired.

Appendix 1: Scoring summary of sections 1-3

CCI North Lincolnshire Reinspection General Criterion Scores



Appendix 2: Contextual information

Area

North Lincolnshire YOS was located in the Yorkshire & the Humber region of England.

The area had a population of 161,300 as measured in the ONS Mid Year Estimates 2010, 10.8% of which were aged 10 to 17 years old (Census 2001). This was slightly higher than the average for England/Wales, which was 10.4%.

The population of North Lincolnshire was predominantly white British (94%) (Resident Population Estimates by Ethnic Group 2009). The population with a black and minority ethnic heritage (6%) was below the average for England/Wales of 12%.

Reported offences for which children and young people aged 10 to 17 years old received a pre-court disposal or a court disposal in 2009/2010, at 51 per 1,000, were worse than the average for England/Wales of 38.

YOS

The YOS boundaries were within those of the Humberside Police area and Probation Trust. The North Lincolnshire Primary Care Trust covered the area.

The YOS was located within the Children's Services Directorate, Locality and Partnerships. It was managed by the YOS Manager, Head of Youth Offending.

The operational work of the YOS was based in Scunthorpe. ISS was provided in-house.

Youth Justice Outcome Indicators 2011/2012 onwards

The national youth justice indicators for England have been replaced by three outcome indicators. These indicators will also be used in Wales.

1. The reoffending measure is a count of the number of 10 to 17 year olds who reoffend within 12 months of their conviction.

2. The first time entrants measure counts the number of young people given their first pre-court or court disposal and thus entering the youth justice system within each year.

3. The use of custody for young people aged 10 to 17 years.

For further information about current data, the YJB and the performance management of YOTs, please refer to:

<http://www.yjb.gov.uk/en-gb/practitioners/Monitoringperformance/>

Appendix 3: Inspection Arrangements

Fieldwork for this inspection was undertaken in January 2012 and involved the examination of 37 cases.

Model

The Core Case Inspection (CCI) involves visits to all 158 Youth Offending Teams in England and Wales over a three year period from April 2009. Its primary purpose is to assess the quality of work with children and young people who offend, against HMI Probation's published criteria, in relation to assessment and planning, interventions and outcomes. We look at work over the whole of the sentence, covering both community and custody elements.

Methodology

The focus of our inspection is the quality of work undertaken with children & young people who offend, whoever is delivering it. We look at a representative sample of between 38 and 99 individual cases up to 12 months old, some current others terminated. These are made up of first tier cases (referral orders, action plan and reparation orders), youth rehabilitation orders (mainly those with supervision requirements), detention and training orders and other custodial sentences. The sample seeks to reflect the make up of the whole caseload and will include a number of those who are a high *Risk of Harm to others*, young women and black & minority ethnic children & young people. Cases are assessed by a small team of inspection staff with Local Assessors (peer assessors from another Youth Offending Team in the region). They conduct interviews with case managers who are invited to discuss the work with that individual in depth and are asked to explain their thinking and to show where to find supporting evidence in the record. These case assessments are the primary source of evidence for the CCI.

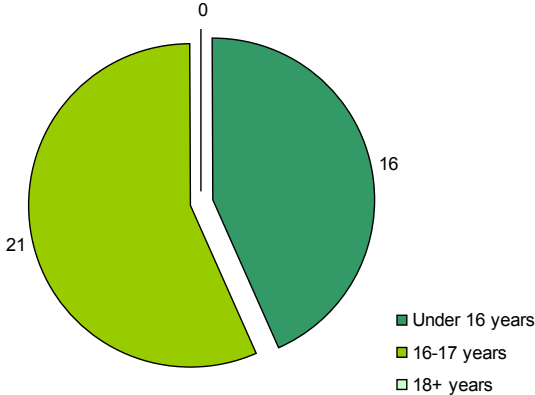
Prior to the inspection we receive copies of relevant local documents and a brief report from the Youth Justice Board. We also gather the views of service users (children & young people and victims) by means of computer and paper questionnaires.

Publication arrangements

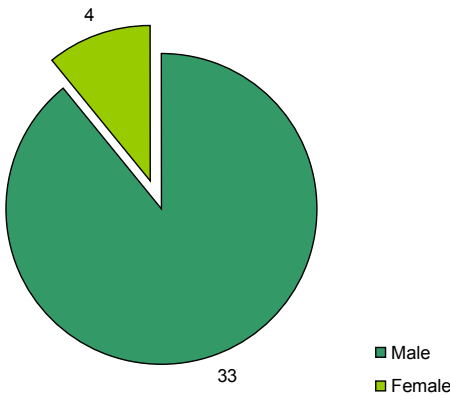
- Provisional findings are given to the YOS two weeks after the inspection visit takes place.
- A draft report is sent to the YOS for comment 4-6 weeks after the inspection, with publication following approximately 6 weeks later. In addition to a copy going to the relevant Minsters, other inspectorates, the MoJ Policy Group and the Youth Justice Board receive a copy. Copies are made available to the press and placed on our website.
- Reports on CCI in Wales are published in both Welsh and English.

Appendix 4: Characteristics of cases inspected

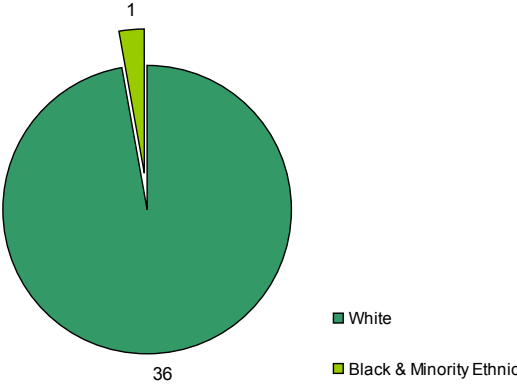
Case Sample: Age at start of Sentence



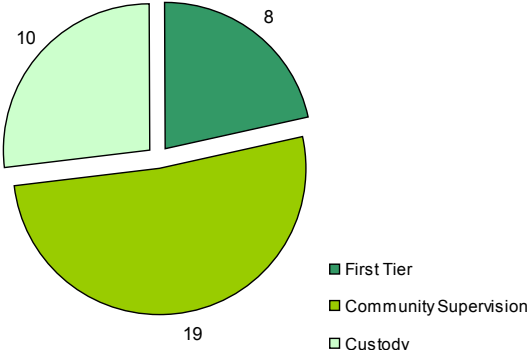
Case Sample: Gender



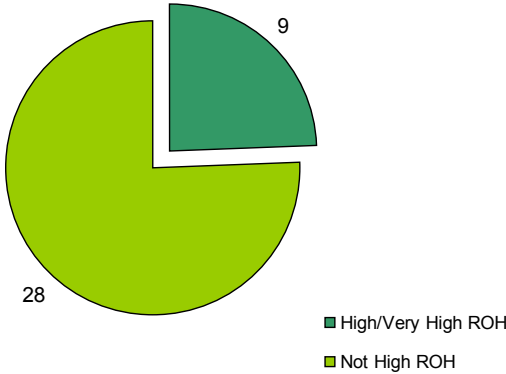
Case Sample: Ethnicity



Case Sample: Sentence Type



Case Sample: Risk of Harm



Appendix 5: Scoring approach

This describes the methodology for assigning scores to each of the general criteria and to the *RoH*, *LoR* and Safeguarding headline scores.

A typical case consists of elements of work that were done well enough and others where there is room for improvement. Therefore, the question "what proportion of cases were managed well enough?" does not itself provide a meaningful measure of performance and is not useful to inform improvements.

Rather HMI Probation measure the more focused question "how often was each aspect of work done well enough?" This brings together performance on related elements of practice from all inspected cases.

Each scoring question in the HMI Probation inspection tool contributes to the score for the relevant general criterion and section in the report. The performance of the YOT on that aspect of practice is described within the section of the report linked to that criterion. Key questions then also contribute to one or more of the headline inspection scores. In this way the headline scores focus on the key outcomes whereas the general criterion scores include the underlying detail.

The **score for a general criterion** is the proportion of questions relating to that criterion, across all of the inspected cases, where the work assessed by that question was judged sufficient (i.e. above the line). It is therefore an average for that aspect of work across the whole of the inspected sample.

For **each section in the report** the above calculation is repeated, to show the proportion of work related to that section that was judged 'above the line'.

Finally, for each of the **headline themes**, the calculation is repeated on the key questions that inform the particular theme, to show the proportion of that aspect of work that was judged 'above the line'; thereby presenting the performance as an average across the inspected sample.

This approach enables us to say how often each aspect of work was done well enough, and provides the inspected YOT with a clear focus for their improvement activities.

Appendix 6: Glossary

ASB/ASBO	Antisocial behaviour/Antisocial Behaviour Order
Asset	A structured assessment tool based on research and developed by the Youth Justice Board looking at the young person's offence, personal circumstances, attitudes and beliefs which have contributed to their offending behaviour
CAF	Common Assessment Framework: a standardised assessment of a child or young person's needs and of how those needs can be met. It is undertaken by the lead professional in a case, with contributions from all others involved with that individual
CAMHS	Child and Adolescent Mental Health Services: part of the National Health Service, providing specialist mental health and behavioural services to children and young people up to at least 16 years of age
Careworks	One of the two electronic case management systems for youth offending work currently in use in England and Wales. See also YOIS+
CRB	Criminal Records Bureau
DTO	Detention and training order: a custodial sentence for the young
Estyn	HM Inspectorate for Education and Training in Wales
ETE	Education, Training and Employment: work to improve an individual's learning, and to increase their employment prospects
FTE	Full-time equivalent
HM	Her Majesty's
HMIC	HM Inspectorate of Constabulary
HMI Prisons	HM Inspectorate of Prisons
HMI Probation	HM Inspectorate of Probation
Interventions; <i>constructive</i> and <i>restrictive</i> interventions	<p>Work with an individual that is designed to change their offending behaviour and/or to support public protection.</p> <p>A <i>constructive</i> intervention is where the primary purpose is to reduce Likelihood of Reoffending.</p> <p>A <i>restrictive</i> intervention is where the primary purpose is to keep to a minimum the individual's <i>Risk of Harm to others</i>. Example: with a sex offender, a <i>constructive intervention</i> might be to put them through an accredited sex offender programme; a <i>restrictive intervention</i> (to minimise their <i>Risk of Harm</i>) might be to monitor regularly and meticulously their accommodation, their employment and the places they frequent, imposing and enforcing clear restrictions as appropriate to each case. NB. Both types of intervention are important</p>
ISS	Intensive Surveillance and Supervision: this intervention is attached to the start of some orders and licences and provides initially at least 25 hours programme contact including a substantial proportion of employment, training and education
LoR	Likelihood of Reoffending. See also <i>constructive</i> Interventions
LSC	Learning and Skills Council
LSCB	Local Safeguarding Children Board: set up in each local authority (as a result of the Children Act 2004) to coordinate and ensure the effectiveness of the multi-agency work to safeguard and promote the welfare of children in that locality

MAPPA	Multi-Agency Public Protection Arrangements: where probation, police, prison and other agencies work together locally to manage offenders who pose a higher <i>Risk of Harm to others</i>
Ofsted	Office for Standards in Education, Children's Services and Skills: the Inspectorate for those services in England (not Wales, for which see Estyn)
PCT	Primary Care Trust
PPO	Prolific and other Priority Offender: designated offenders, adult or young, who receive extra attention from the Criminal Justice System agencies
Pre-CAF	This is a simple 'Request for Service' in those instances when a Common Assessment Framework may not be required. It can be used for requesting one or two additional services, e.g. health, social care or educational
PSR	Pre-sentence report: for a court
RMP	Risk management plan: a plan to minimise the individual's <i>Risk of Harm</i>
RoH	<i>Risk of Harm to others</i> . See also <i>restrictive Interventions</i>
'RoH work', or 'Risk of Harm work'	This is the term generally used by HMI Probation to describe work to protect the public, primarily using <i>restrictive interventions</i> , to keep to a minimum the individual's opportunity to behave in a way that is a <i>Risk of Harm to others</i>
RoSH	Risk of Serious Harm: a term used in Asset. HMI Probation prefers not to use this term as it does not help to clarify the distinction between the <i>probability</i> of an event occurring and the <i>impact/severity</i> of the event. The term <i>Risk of Serious Harm</i> only incorporates 'serious' impact, whereas using ' <i>Risk of Harm</i> ' enables the necessary attention to be given to those offenders for whom lower <i>impact/severity</i> harmful behaviour is <i>probable</i>
Safeguarding	The ability to demonstrate that all reasonable action has been taken to keep to a minimum the risk of a child or young person coming to harm
Scaled Approach	The means by which YOTs determine the frequency of contact with a child or young person, based on their RoSH and LoR
SIFA	Screening Interview for Adolescents: Youth Justice Board approved mental health screening tool for specialist workers
SQIFA	Screening Questionnaire Interview for Adolescents: Youth Justice Board approved mental health screening tool for YOT workers
VMP	Vulnerability management plan: a plan to safeguard the well-being of the individual under supervision
YJB	Youth Justice Board for England and Wales
YOI	Young Offenders Institution: a Prison Service institution for young people remanded in custody or sentenced to custody
YOIS+	Youth Offending Information System: one of the two electronic case management systems for youth offending work currently in use in England and Wales. See also Careworks
YOS/YOT/YJS	Youth Offending Service/ Team/ Youth Justice Service. These are common titles for the bodies commonly referred to as YOTs
YRO	The youth rehabilitation order is a generic community sentence used with young people who offend

Appendix 7: Role of HMI Probation and Code of Practice

Information on the Role of HMI Probation and Code of Practice can be found on our website:

<http://www.justice.gov.uk/about/hmi-probation/>

The Inspectorate is a public body. Anyone wishing to comment on an inspection, a report or any other matter falling within its remit should write to:

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