



HM Prison &
Probation Service

Action Plan Submitted: 30th September 2019

A Response to: A thematic inspection of youth resettlement work in custody

Report Published: 8th August 2019

INTRODUCTION

HM Inspectorate of Prisons (HMIP) and HM Inspectorate of Probation for England and Wales are independent inspectorates which provide scrutiny of the conditions for, and treatment of prisoners and offenders. They report their findings for prisons, Young Offender Institutions and effectiveness of the work of probation, Community Rehabilitation Companies (CRCs) and youth offending services across England and Wales to Ministry of Justice (MoJ) and Her Majesty's Prison and Probation Service (HMPPS).

In response to the report HMPPS / MoJ are required to draft a robust and timely action plan to address the recommendations. The action plan confirms whether recommendations are agreed, partly agreed or not agreed (see categorisations below). Where a recommendation is agreed or partly agreed, the action plans provides specific steps and actions to address these. Actions are clear, measurable, achievable and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the HMPPS web based Prison Finder. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

Term	Definition	Additional comment
Agreed	All of the recommendation is agreed with, can be achieved and is affordable.	The response should clearly explain how the recommendation will be achieved along with timescales. Actions should be as SMART (Specific, Measurable, Achievable, Realistic and Time-bound) as possible. Actions should be specific enough to be tracked for progress.
Partly Agreed	Only part of the recommendation is agreed with, is achievable, affordable and will be implemented. This might be because we cannot implement the whole recommendation because of commissioning, policy, operational or affordability reasons.	The response must state clearly which part of the recommendation will be implemented along with SMART actions and tracked for progress. There must be an explanation of why we cannot fully agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.
Not Agreed	The recommendation is not agreed and will not be implemented. This might be because of commissioning, policy, operational or affordability reasons.	The response must clearly state the reasons why we have chosen this option. There must be an explanation of why we cannot agree the recommendation - this must state clearly whether this is due to commissioning, policy, operational or affordability reasons.

ACTION PLAN: A thematic inspection of youth resettlement work in custody

1. Rec No	2. Recommendation	3. Agreed/ Partly Agreed/ Not Agreed	4. Response Action Taken/Planned	5. Responsible Owner (including named individuals and their functional role or department)	6. Target Date
1	<p>The Ministry of Justice, Department for Education and Ministry of Housing, Communities and Local Government should develop a central payment system of accommodation retainers, where necessary, to ensure that children have suitable accommodation in place, a minimum of one month before the earliest date of release.</p>	Partly Agreed	<p>This recommendation is partly agreed because Her Majesty's Prison and Probation Service (HMPPS) have no direct control over the agenda taken forward by the Department for Education (DfE) or the Ministry of Housing, Communities and Local Government (MHCLG). The Ministry of Justice agree that children should have accommodation in place before they leave custody. In too many cases accommodation is identified late in the day and/or it is unsuitable for the child.</p> <p>MoJ will review and refresh the approach to resettlement, planned to commence in September 2019. A key strand of this work will be the provision of accommodation. MoJ will work with the Department for Education and the Ministry of Housing, Communities and Local Government to consider how best to ensure children have suitable accommodation in place prior to their release, including whether a central payment system of accommodation retainers is the most effective means of achieving this goal.</p>	Head of Youth Justice Policy and Senior Youth Custody Policy Advisor, MoJ	March 2020
2	<p>Her Majesty's Prison and Probation Service should ensure that staff supervising those transitioning into adult offending services are trained to deliver age/maturity-appropriate services.</p>	Agreed	<p>HMPPS and YCS are jointly considering transition into adult offending services, including the creation of a <i>'transition from youth to adult custody'</i> policy framework. This will require that appropriate staff from the adult estate are involved early in the transitions process, supporting the development of age specific competence amongst adult estate staff. Furthermore, the introduction of Offender Management in Custody (OMiC) model will assist staff support for this group through focussed keywork and Offender Management support, including to facilitate the transition into community supervision.</p> <p>The Long Term High Secure Estate (LTHSE) are also developing processes to ensure that the transition of Young Adults from the youth estate is well supported and developed. A Maturity Screening Tool and a <i>Choices and Changes</i> toolkit were launched in July 2019, to ensure appropriate support for Young Adults. This will ensure staff have access to relevant resources and engage Young Adults with age appropriate activity. <i>Choices and Changes</i> has</p>	<p>YCS</p> <p>YCS</p>	<p>April 2020</p> <p>Completed</p>

			<p>been recently validated as an <i>Effective Regime Intervention</i> under PSO 4350; as such it is recognised as being an appropriate and quality assured product.</p> <p>A 'Taking Account of Maturity Guide' is available on <i>MyLearning</i> (a single electronic source of learning for all HMPPS staff). National Learning and Development Business Partners will scope the need for specific training about transition between services and the Effective Probation Practice team are planning to create a video for staff about best practice regarding transition to adulthood. HMPPS will ensure that staff supervising those transitioning into adult services access the available training and resources.</p>	Executive Director, (Public Sector Prisons North) and Divisional Director (NPS Midlands)	December 2019
3	The Youth Justice Board should ensure that reliable outcome data on children leaving custody are available, to inform improvements in service provision.		-Resettlement and transitions between services is a current priority for the YJB. As part of work to improve outcomes upon release from custody for children and their communities, YJB are revising the data collected from Youth Offending Teams (YOTs) to accurately assess performance and drive improvements. Revised data reporting will require YOTs to report more in-depth information regarding resettlement activity, including ensuring suitable accommodation. This information will be used to support the YJB's statutory oversight function and advice to Ministers and cross government colleagues.	YJB Priority Lead for Resettlement and YJB Senior Information Analyst	April 2020
4	The Youth Custody Service should promote understanding of effective resettlement work across all agencies and departments within young offender institutions (YOIs).	Agreed	<p>Transition is being considered alongside HMPPS colleagues, including the creation of a 'transition from youth to adult custody' policy framework to ensure a clear process is established that meets the needs of Children and Young People (CYP) transitioning from the Youth Secure Estate.</p> <p>The Youth Justice Reform programme has commenced a review of casework that will consider the role and task of casework teams alongside the introduction of the youth justice specialist role and the joint behaviour management model with NHS England. Under this review, the '<i>How to Make Resettlement Constructive</i>' Youth Justice Board report will be considered, including how YOIs can promote effective resettlement work across all agencies and departments that work or have responsibilities in this area. This will be looked at in addition to the findings from this thematic report.</p>	YCS YCS	April 2020 October 2019

5	<p>The Youth Custody Service should require all agencies and departments in YOIs to demonstrate effective and coordinated resettlement work.</p>	Agreed	<p>The YCS have a vision for 2020, to develop a cross government approach to support and oversight of CYP across all sectors (Justice, Welfare, Health and Community YOS). The YCS intend to look at the effectiveness of both our interventions and resettlement planning in collaboration with our stakeholders. This will allow all of us to focus resources appropriately.</p> <p>Furthermore, we are working with NHS England to deliver an integrated framework of care encompassing education, health and behavioural support to ensure young people receive full needs assessments and tailored care and support plans. These services will be provided by Multi-Disciplinary Teams who will join with community provision and develop single clear, care plans to ensure a consistent level of care.</p> <p>An evidenced based care plan approach is being rolled out in YOI's, it provides every young person with an allocated support officer who they will work with on a weekly basis to build trust and consistency. Sites will be given additional staff to ensure the care plan is being delivered and the provision will be monitored on a database and the YCS will be releasing officers to focus on resettlement.</p> <p>The Youth Justice Reform programme includes a review of casework that will consider the role and task of casework teams alongside the introduction of the youth justice specialist role and the joint behaviour management model with NHS England. Under the casework review the '<i>How to make resettlement constructive</i>' Youth Justice Board report will be considered in addition to the findings from this thematic report.</p>	<p>YCS</p> <p>YCS</p> <p>YCS</p> <p>YCS</p>	<p>January 2020</p> <p>March 2021</p> <p>Spring 2020</p> <p>October 2019</p>
6	<p>The Youth Custody Service should define the role and tasks of casework teams, and train casework staff accordingly.</p>	Agreed	<p>The Youth Justice Reform programme includes a review of casework that will consider the role and task of casework teams alongside the introduction of the youth justice specialist role and the joint behaviour management model with NHS England.</p>	YCS	October 2019

7	The National Probation Service (NPS) and the Youth Justice Board should allow access to approved premises without requiring supervision to be transferred from youth offending teams to the NPS	Not agreed	<p>This recommendation is not agreed due to operational obstacles. Allowing access to Approved Premises without associated NPS supervision would present significant difficulties in respect of out-of-hours arrangements and capacity for recall. Additionally, clear lines of accountability and responsibility underpin good case management and NPS processes require clear 'ownership' by a designated offender manager. YJB support the NPS position and due to their statutory role and responsibilities are also unable to progress this recommendation.</p> <p>Guidelines are in place regarding preparation for transfer of YOS cases well in advance, and a portal is set up to support transfer in a structured way. This means that irrespective of community or custody transfer, planning can take place well in advance. NPS will reinforce the guidelines with staff, ensuring that it is clear the relationship with the Social Worker does not have to cease at the point of transfer.</p>		
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