



Action Plan Submitted: 8th January 2020

A Response to: A thematic inspection of Youth Resettlement Work in
the Community

Report Published: 8th October 2019

INTRODUCTION

Her Majesty's Inspectorate of Probation is the independent inspector of youth offending and probation services in England and Wales. It reports on the effectiveness of probation and youth offending service work with adults and children.

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 plan 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 published on the HMI Probation website. Progress against the implementation and delivery of the action plans will be monitored by HMPPS/MoJ and reviewed annually by HMI Probation.

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 the community

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
	The Ministry of Justice, Department for Education and Ministry of Housing, Communities and Local Government should:				
1	Provide central payment of accommodation retainers where necessary, to ensure that children have suitable accommodation in place, a minimum of one month prior to the earliest date of release.	Partly Agreed	<p>This recommendation is partly agreed because Her Majesty's Prison and Probation Service (HMPPS) and the Ministry of Justice (MoJ) 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 MoJ agrees 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>The MoJ is reviewing the provision of accommodation. The MoJ will work with DfE and MHCLG 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> <p>In collaboration with the Youth Justice Board (YJB), the MoJ hosted a roundtable event in December 2019 to draw together key stakeholders with the aim of building a coalition of responsible bodies and those with expertise to drive improvements to accommodation outcomes for children released from custody. The event was attended by stakeholders from across government both centrally and locally, the third sector and academia. The roundtable initiated future collaborative working to support work against several of the thematic inspection reports' recommendations and beyond. We have a good understanding of what the barriers are to accommodation and now need to act to overcome these.</p>	<p>Head of Youth Custody Policy and Senior Youth Custody Policy Advisor, MoJ</p> <p>Head of Youth Custody Policy and Senior Youth Custody Policy Advisor, MoJ</p>	<p>March 2020</p> <p>Completed</p>
	Her Majesty's Prison and Probation Service should:				
2	Ensure that staff supervising those transitioning to adult	Agreed	HMPPS and YCS are jointly considering transition into adult offending services, including the creation of a ' <i>transition from youth to adult custody</i> '	Head of Operational Policy YCS	September 2020

	<p>offending services are trained to deliver services that are appropriate for the individual's age and maturity.</p>		<p>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 key work and Offender Management support, including to facilitate the transition into community supervision.</p> <p>The Long Term High Secure Estate (LTHSE) is 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 been recently validated as an <i>Effective Regime Intervention</i> under Prison Service Order 4350; as such, it is recognised as being an appropriate and quality assured product.</p> <p>A maturity guide called, Choice and Changes Resource Pack has now been uploaded to the Equip platform to help staff to support children transitioning to adult services.</p> <p>The Effective Probation Practice team have produced a video for staff demonstrating best practice regarding transition to adulthood. This is awaiting final approval before upload to the My learning platform for supervising staff to access and use. HMPPS will ensure that staff supervising those transitioning into adult services access the available training and resources.</p>	<p>Head of Operational Policy YCS</p> <p>Divisional Director (NPS Midlands)</p> <p>Divisional Director (NPS Midlands)</p>	<p>Completed</p> <p>Completed</p> <p>February 2020</p>
	The Youth Justice Board should:				
3	<p>Ensure that reliable data on outcomes for children leaving custody is available to inform improvements in service provision.</p>	Agreed	<p>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, the YJB is 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.</p>	<p>YJB Priority Lead for Resettlement and YJB Senior Information Analyst</p>	<p>April 2020</p>
	The Youth Custody Service should:				

4	Promote an understanding of effective resettlement work across all agencies and departments within YOIs.	Agreed	<p>Transition is being considered with HMPPS, 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 YCS has commenced a review of casework that considers the role and task of casework teams alongside the introduction of the youth justice specialist role and the joint behaviour management model. Under this review, the YJB's '<i>How to Make Resettlement Constructive</i>' 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>	<p>Head of Operational Policy YCS</p> <p>Deputy Director for Quality, Information & Performance, Casework, Partnerships & Business Change</p>	<p>September 2020</p> <p>August 2020</p>
5	Require all agencies and departments in YOIs to demonstrate effective and coordinated resettlement work.	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 SECURE STAIRS an integrated framework of care encompassing education, health and behavioural support to ensure children receive full needs assessments and tailored care and support plans. These services will be provided by multi-disciplinary teams that will join with community provision and develop single clear care plans to ensure a consistent level of care.</p> <p>An evidenced based Custody Support Plan (CuSP) is being rolled out in Young Offender Institutions (YOI). It provides every child 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>As mentioned in recommendation 4, the YCS will continue to improve resettlement outcomes through the Youth Justice Reform programme which will review casework in line with the separate resettlement reports produced by HMIP and the YJB.</p>	<p>Deputy Director for Quality, Information & Performance, Casework, Partnerships & Business Change</p> <p>YCS NHS England & Implementation</p> <p>Deputy Director for Quality, Information & Performance, Casework, Partnerships & Business Change</p> <p>Deputy Director for Quality, Information & Performance, Casework, Partnerships & Business Change</p>	<p>March 2021</p> <p>March 2021</p> <p>May 2020</p> <p>August 2020</p>

6	<p>Increase the range and availability of intervention programmes to meet the resettlement needs of the young people.</p>	Partly Agreed	<p>This recommendation is partly agreed. The evidence base points away from a programme based approach to resettlement work (see Beyond Youth Custody) and instead points to strengths based desistance approaches with an emphasis on the quality of relationships with children as being effective in supporting a child in their journey towards a positive future and desistance from offending. This approach is exemplified by Constructive Resettlement, which facilitates a child's identity shift from a pro offending identity to a pro social identity through individualised personal support and individualised structural support. This approach will enable long term desistance from offending. To initiate this change, every contact with the child matters, rather than a reliance on formal programmes, as they are opportunities to build on the child's strengths, including through sport, education and hobbies.</p> <p>The YCS has commenced reform of its education services and is developing a vision for learning. The vision for learning is expected to bring about flexibility which is tailored to the needs of children within the secure estate. We are working with our education providers to increase the flexibility of the core day and curriculum to allow for more space, time and resources to provide children with the activities that are tailored to their needs.</p> <p>In November 2019, we commenced the trialling of flexibility of the core regime at Wetherby and Werrington. This approach enables governors to tailor activities to the needs of children, eventually ensuring a consistent approach across establishments.</p> <p>We have also devolved additional funds to YOI governors to commission additional educational, vocational and enrichment activities that best engage and meet the needs of the children in their establishments. This amounts to £0.3m in 18/19 and £1.8m in 19/20 across the four public YOI sites.</p> <p>The YCS has also sought to increase interventions available through the development of SECURE STAIRS with NHS England and NHS Improvement leading the project.</p> <p>Delivered alongside the behaviour management strategy, this intervention has a vision of integrated care to provide stable, integrated, therapeutic care for children across the secure estate. The framework is based on the idea that "every interaction matters" and input from every member of staff is fundamental. Implementation of SECURE STAIRS also includes improved training for staff to help them understand the needs of and appropriate interventions for these children.</p>	YCS	October 2020
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			The YCS will also continue to work with the YJB to improve our understanding and implementation of constructive resettlement.		
7	Define the role and tasks of casework teams and train casework staff accordingly.	Agreed	The YCS is conducting 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.	Deputy Director for Quality, Information & Performance, Casework, Partnerships & Business Change	August 2020
8	Develop provision to enable children and young people to apply on-line for course and employment whilst still in custody.	Agreed	<p>Provisions to allow children access to online courses is being developed and the YCS now has a Virtual Campus. Currently, use is limited, but is due to be expanded and improved with the advent of VC2.0. The availability of EMSI Career Coach is also available on the Virtual Campus where children can use this resource to find employment data and job opportunities. Establishments have also provided their curriculum to populate EMSI so the content is relevant and updated. Providers can then map their provision to identify available courses and careers for children in establishments.</p> <p>Furthermore, we have contractual agreements in place where staff are obliged to support children in their search for education, training and employment. If there is a barrier to accessing information online, staff can find and access the information and support the child in their application.</p>	YCS Skills & Learning	April 2020
	The National Probation Service and the Youth Justice Board should:				

9	Negotiate and implement access to adult offending provision alongside the continuation of supervision by YOTs.	Partly agreed	<p>This recommendation is partly agreed as where it is agreed that children continue to be supervised by YOTs, it is generally considered unlikely that adult offending provision will be suitable. However, we accept that in managing cases that fall into the remit of transition from youth to adult services, there may be occasions that access to adult services (whilst a child is under YOT supervision) may be appropriate.</p> <p>There are some operational barriers to enabling YOTs to purchase adult offending provision services in the way that NPS can. We are currently exploring the options that may be available to allow for this activity to take place.</p> <p>The Joint National Protocol for Transitions in England and corresponding Protocol in Wales do, however, provide guidance for managing transitions and as part of their review, we will consider how they may further encourage a flexible approach to transition between youth and adult services.</p> <p>YJB Cymru and NPS have already revised the Y2A transitions guidance for Wales. This is currently being scrutinised before final publication early next year when the restructure of the Probation Service has been completed.</p>	<p>Director of Innovation and Engagement YJB Divisional Director (Midlands) NPS</p> <p>YJB Cymru/NPS</p>	<p>April 2020</p> <p>March 2020</p>
	We make the additional further recommendations:				
	The Ministry of Justice, Department for Education and Ministry of Housing, Communities and Local Government and the Welsh Government should:				
1	Develop a national network of community based accommodation suitable for children who pose the highest risk of harm to the public, and provide this accommodation on a regional basis.	Partly agreed	<p>This recommendation is partly agreed because HMPPS and the MoJ have no direct control over the agenda taken forward by the DfE or the MHCLG or the Welsh Government. The MoJ agrees that more needs to be done to ensure suitable accommodation provision for all children leaving custody – including those who pose the highest risk of harm to the public.</p> <p>The MoJ is reviewing the provision of accommodation. The MoJ will work with the DfE, MHCLG and the Welsh Government to consider how to ensure high risk children have suitable accommodation at release – including whether a national network of community based accommodation will be the best approach.</p>	Head of Youth Custody Policy and Senior Youth Custody Policy Advisor, MoJ	July 2020

			<p>The Crime and Justice Team, Welsh Government are pursuing conversations with policy colleagues to determine how this recommendation can be progressed. While this recommendation does not specifically feature within the Youth Justice (YJ) Blueprint, https://gov.wales/supporting-young-offenders the Blueprint and associated implementation plan, published in May, sets out how the Welsh Government and partners will work together to improve resettlement outcomes for children. This will align to existing and developing policy considerations.</p>	<p>Crime & Justice Team Welsh Government</p>	
2	<p>Develop a national accommodation strategy for children released from custody.</p>	Partly agreed	<p>This recommendation is partly agreed because HMPPS and the MoJ have no direct control over the agenda taken forward by the DfE or the MHCLG or the Welsh Government. The MoJ agrees that more needs to be done to ensure that children leaving custody have suitable accommodation in place in good time before leaving.</p> <p>The MoJ will work with the DfE, MHCLG and the Welsh Government to improve the provision of accommodation for children released from custody.</p> <p>The Crime and Justice Team, Welsh Government are pursuing conversations with policy colleagues to determine how this recommendation can be progressed. While this recommendation does not specifically feature within the YJ Blueprint, the Blueprint and associated implementation plan, published in May, sets out how the Welsh Government and partners will work together to improve resettlement outcomes for children. This will align to existing and developing policy considerations.</p>	<p>Head of Youth Justice Policy and Senior Youth Custody Policy Advisor, MoJ</p> <p>Crime & Justice Team Welsh Government</p>	July 2020
	The Home Office should:				
3	<p>Review the 'released under investigation' processes.</p>	Agreed	<p>The Government's review of pre-charge bail legislation, as announced by the Home Secretary on 5 November, will also look at the use of "released under investigation" (RUI) and whether any changes are required to ensure victims and witnesses are properly safeguarded, and investigations are expeditious.</p>	<p>Police Powers Unit Crime, Policing and Fire Group Home Office</p>	June 2020
	The Youth Justice Board and Her Majesty's Prison and Probation Service should:				
5	<p>Review and strengthen the national transitions protocol to ensure that children are only transferred to adult services</p>	Agreed	<p>The NPS and the YJB (through the NPS led Young Offender's Governance Board) are reviewing the current Joint National Protocol for Transitions in England.</p>	<p>Director of Innovation and Engagement YJB</p>	April 2020

	when it is demonstrably in their interests to do so.		<p>A 12-month secondment, funded by Barrow Cadbury Trust, has resourced a project manager to assist HMPPS in embedding good practice with young adults and will support this work and reinforce that children are transferred to adult services only when it is demonstrably in their interests to do so.</p> <p>Alongside this, the YJB and the NPS have revised the Y2A transitions guidance for Wales. The final version will be published in early 2020 when the restructure of the Probation Service has been completed.</p>	Divisional Director (Midlands) NPS	<p>December 2020</p> <p>March 2020</p>
	YOTs should:				
6	Deliver their statutory responsibilities and ensure that they are actively and fully involved in resettlement cases throughout the sentence.	Agreed	Governance of individual youth offending services sits with local authority Chief Executives. YOTs are, however, required to comply with Standards for Children in the Youth Justice System 2019, issued by the Justice Secretary upon advice from the YJB. Compliance with the Standards is overseen by the YJB via annual audits. The next Audit is due for submission in April 2020. As a statutory duty required of YOTs, the YJB will take the review of audit performance of resettlement outcomes for children as an opportunity to judge performance by YOTs and challenge any poor performance in this area.	YJB	July 2020
7	Advocate persistently and strongly on behalf of their cases in custody to ensure their needs are met.	Agreed	Through the annual audit process, the YJB will quality assure the advocacy services provided by individual YOTs to children in custody. The YJB will help YOTs to address any areas where performance falls below the required standard.	YJB	July 2020
8	Inform and involve young people in custody as soon as possible about the conditions they will be including on the young person's licence.	Agreed	The YJB will review the timeliness of notification and appropriateness of release licence conditions by YOTs to children as part of the annual audit process. Where expected standards or duties have not been delivered promptly by the YOTs, the YJB will highlight these points to improve notification timeframes in the future.	YJB	July 2020

Note Additional recommendations appear from 1-3 then 5-8. Additional recommendation 4 was removed as it was a duplicate of main recommendation 6.