



Safer and Stronger Communities Overview and Scrutiny Committee

Date Tuesday 5 November 2019

Time 9.30 am

Venue Committee Room 2 - County Hall, Durham

Business

Part A

**Items during which the Press and Public are welcome to attend.
Members of the Public can ask questions with the Chairman's
agreement.**

1. Apologies for Absence
2. Substitute Members
3. Minutes of the Meeting held 20 September 2019 (Pages 3 - 14)
4. Declarations of Interest, if any
5. Any items from Co-opted Members or Interested Parties
6. Media Relations
7. County Durham Youth Justice Service (CDYJS) Youth Justice Plan 2019 - 2021 (Pages 15 - 56)
 - (i) Report of the Corporate Director of Children and Young People's Services
 - (ii) Presentation by Martyn Stenton, Head of Early Help, Inclusion and Vulnerable Children
8. Modern Slavery Overview Report (Pages 57 - 68)
Joint Report of the Director of Transformation and Partnerships and the Corporate Director of Adults and Health Services
9. County Durham and Darlington Hate Crime Action Group Update (Pages 69 - 80)

Report of the Director of Transformation and Partnerships and the Head of Policy and Communications, Office of the Durham Police, Crime and Victims' Commissioner

10. Police and Crime Panel (Pages 81 - 86)

Report of the Director of Transformation and Partnerships

11. Overview and Scrutiny Review Update

Verbal Update by Jonathan Slee, Overview and Scrutiny Officer

12. Such other business as, in the opinion of the Chairman of the meeting, is of sufficient urgency to warrant consideration

Helen Lynch

Head of Legal and Democratic Services

County Hall
Durham
28 October 2019

To: **The Members of the Safer and Stronger Communities Overview and Scrutiny Committee**

Councillor D Boyes (Chair)
Councillor H Liddle (Vice-Chair)

Councillors B Avery, A Bainbridge, A Batey, J Charlton, R Crute, S Durham, D Hall, C Hampson, G Huntington, S Iveson, B Kellett, L Kennedy, J Maitland, E Mavin, J Stephenson, D Stoker, K Thompson, J Turnbull and C Wilson

Co-opted Members: Mr D Balls and Mr A J Cooke

Co-opted Employees/Officers: Chief Fire Officer S Errington and Chief Superintendent A Green

Contact: Amanda Stephenson Tel: 03000 269 712

DURHAM COUNTY COUNCIL

SAFER AND STRONGER COMMUNITIES OVERVIEW AND SCRUTINY COMMITTEE

At a Meeting of **Safer and Stronger Communities Overview and Scrutiny Committee** held in County Hall, Durham on **Friday 20 September 2019 at 9.30 am**

Present:

Councillor D Boyes (Chair)

Members of the Committee:

Councillors A Batey, R Crute, C Hampson, S Iveson, B Kellett, H Liddle, J Stephenson, D Stoker, K Thompson and J Turnbull

Also Present:

Councillor L Hovvels

1 Apologies

Apologies for absence were received from Councillors A Bainbridge, J Charlton, G Huntington, L Kennedy, E Mavin, Mr D Balls, Mr A J Cooke, Chief Fire Officer S Errington and Chief Superintendent A Green

2 Substitute Members

There were no substitutes in attendance.

3 Minutes of the Meeting

The minutes of the meeting held on 24 June 2019 were agreed as a correct record and signed by the Chair.

The Committee congratulated David Orford, the new Deputy Chief Constable of Durham Constabulary.

The Overview and Scrutiny Officer informed the group that a response regarding the report on arson and deliberate secondary fires within the east Durham area had been sent to the Cabinet Portfolio Holder for Adult and Health Services and the Chair of the Safe Durham Partnership Board. The response would be considered at the next Partnership Board.

4 Declarations of Interest

There were no Declarations of Interest.

5 Any items from Co-opted Members or Interested Parties

There were no items from Co-opted Members or Interested Parties.

6 Media Relations

The Overview and Scrutiny Officer referred members to the recent prominent articles and news stories relating to the remit of the Safer and Stronger Communities Overview and Scrutiny Committee.

The articles included: "Student film highlights consequences of cybercrime" relating to the launch of a short film by students at New College Durham following a recommendation from the Committee's Scrutiny Review on the potential consequences of hacking and dangers of cybercrime to young people. Once the film had finished production it would be shown at a future meeting.

Another article was: "Consultation launched on licensing in Durham City" relating to the consultation being undertaken of a cumulative licensing policy in Durham City that links to item 7 on the agenda - Alcohol and Drug Harm Reduction Strategy Group update presented by the Public Health Strategic Manager.

Resolved

That the presentation be noted.

7 Open Water Safety and City Safety Group

The Chair introduced the Occupation Health and Safety Manager who delivered an overview presentation providing an update of the partnership work on open water safety within County Durham and activity of the City Safety Group (for copy see file of minutes).

The Committee were informed of joint work that had been carried out by the Safe Durham Partnership, Durham City Safety Group and the County Durham Open Water Safety Group to promote water safety across the County. The presentation provided information on drowning incidents in both open waters and inland waters. Information highlighted that nationally this was predominantly a male dominated issue. Figures also showed that there had been a reduction in the number of fatal incidents with individuals who had alcohol or drugs in their system.

The Occupational Health and Safety Manager advised that the largest grouping of people losing their lives were those who had no intention of going into the water at all. Within the last 12 months there had been one fatality in the Durham City area and two outside of the City Centre.

Members were informed that there had been several proactive initiatives/campaigns carried out in 2018/19 including 'Don't drink and drown' and the 'Cold water shock awareness' campaign.

In addition, links had also been made with the Best Bar None initiative through the Durham City Centre Manager to promote the risks of drinking and drowning via social media, Twitter and Facebook.

In addition, Durham Constabulary and Durham County Council had carried out two weeks of activities including the designing of wraps for phone boxes to create a visual campaign to target teenagers and their parents.

The Committee was informed that the Royal Society for the Prevention of Accidents (RoSPA) had been commissioned to undertake an independent review of new building developments in Durham City, with work undertaken with Site Managers and Developers around safety measures of building works being carried out near the river.

It was confirmed that Durham County Council investigated any concerns that were highlighted from members of the public and assessments were carried out on potentially dangerous areas, sometimes with the Public Rights of Way Officers to ensure all measures of safety and controls were put in place. This could involve working with private land owners as it was their responsibility to ensure public safety on their land. It was highlighted that work was continuous in assessing areas where there was high foot fall to ensure there were no risks. An example of this was where extra fencing was installed near the rowing club in time for the Durham Regatta event.

The Committee was advised that another campaign re-launched this year was 'Dying to be cool'. This used various ways of promotion including cinema advertising, adverts at bus stops and Durham County News which was sent out to all residents in County Durham. Work was underway to look at plans for education and awareness for next year.

The campaign was in its fourth year and was delivered to schools in June and July in the lead up to the 6 weeks holidays. Fiona Gosling who lost her son to drowning fronted the campaign which was a huge success as 2,500+ pupils had now received the message.

Members were informed that partnership working with Northumbrian Water was to be strengthened to reduce risks and that campaigns/initiatives were continually being monitored to see where things could be improved. The Occupational Health and Safety Manager advised Members that information from fatal incidents was provided to the Public Health Team as they have a key role in reducing the number of suicides.

The Chair thanked the Occupation Health and Safety Manager and noted the good work that was taking place around water safety. He asked Members of the Committee for their comments and questions.

Councillor J Turnbull commented that communities outside of the Durham City area had to raise their own funding to replace fencing along the river where it was believed to be dangerous and gave the example of Daisy Lane at Langley Moor. The local community had found it difficult to raise £3,000 to erect fencing in order to provide a safe environment for children who use the route as they walked to school.

The Occupation Health and Safety Manager noted Councillor J Turnbull's comments and agreed to investigate the safety aspects of this area. He stressed that there were issues with any safety investigations that involved land that did not belong to Durham County Council as it was difficult to identify land owners in order to make areas safe.

Councillor D Stoker raised the same issue with an area in Durham along the stretch of river near the Honest Lawyer Pub which was well used by dog walkers and pedestrians. To date there had been no fund raising for this stretch of water to erect/repair any safety fencing and highlighted there was a steep drop that was a cause for concern.

The Occupation Health and Safety Manager agreed to investigate this stretch of water for any safety breaches. He noted that sometimes fencing was not always the best way to address water safety issues.

Councillor D Stoker informed the Committee that there may also be safety issues at Low Burnhall, Durham which was again heavily used by dog walkers. In this area the water was very fast flowing. The Occupation Health and Safety Manager agreed to look at this area and would check if there had been any fatalities.

Resolved

That the report and presentation be noted.

That a progress report on Open Water Safety and the City Safety Group be included in the Committee's work programme.

8 Alcohol and Drug Harm Reduction Strategy Group Update 2018/19

The Chair introduced the Public Health Strategic Manager who was in attendance to update the Committee on the Alcohol and Drug Harm Reduction Group (ADHRG) and report on the work that the range of Partners who were engaged in the Group aim to carry out to reduce alcohol and drug misuse related harm (for copy see file of minutes).

The Committee was informed that the ADHRG plan had been developed and implemented under the governance of the Safe Durham Partnership. The group brought together stakeholders engaged in alcohol and drug harm reduction to oversee the implementation of actions.

The Public Health Manager drew the Committees attention to appendix two of the report showing the ADHRG plan on a page that highlighted the vision and objectives of the group. The plan on a page had helped develop the associated action plan that was to be reported to the Drug and Alcohol Strategy Group on 23 September 2019.

The Public Health Manager updated the Committee on the wider programme of Partnership working and commended that the Alcohol CLear (Challenge services, Leadership and Results) was an evidence-based approach that Partnerships could use to see how local systems and services were doing in reducing alcohol related harm. It was confirmed that the Public Health Team had been approached by Alcohol CLear to be a pilot project, the results of which had helped develop the plan.

Members were advised that there was a reduction in alcohol seizures from children and young people by the police and if children and young people were caught in possession of alcohol, a vulnerable children's form would be completed that could track children back to their families in order to offer support around the dangers of alcohol.

In addition, an alcohol licensing consultation was underway looking at special policies around several licensed premises in Durham along with the associated crime and what impact this had on the bars. The consultation deadline would run to November 2019 to enable students to participate and it was confirmed FRESH had been procured for another year to continue their work across the region.

The Public Health Strategic Manager highlighted that the 'alcohol free children' campaign had been successful to which had attracted a lot of media coverage aimed at targeting parents alerting them to the dangers of allowing children to have alcohol.

Members were advised that the North East Alcohol Office, Balance had carried out work with Sheffield University around the Minimum Unit Price (MUP) for alcohol. They continue to lobby Government and MP's to introduce a 50p MUP for alcohol in England. Research carried out showed that the North East would benefit from this. They had also launched a campaign called 'spot of lunch' which looked at links between the consumption of alcohol and cancer.

In addition, Naloxone kits had been rolled out with the police in custody suites as a way of reversing the effects of opiate overdoses. So far 90 kits had been given out to service users, family members, carers and other key stakeholders.

It was confirmed that Human Kind had their contract renewed with Durham County Council to offer along with Spectrum clinical and medical services around drug and alcohol misuse. The Public Health Team and Partners were exploring ways to develop the Women's recovery Centre Durham (WRAD) including its location in order to address the current gap in provision.

A holistic Health Needs Assessment (HNA) for long term opiate users had been undertaken to consider the requirements and to oversee the work. There were five areas for commissioning to be considered – the review of treatment options, extending mental health provision, increased engagement with primary care regarding long terms conditions, Bespoke women’s services including WRAD and the potential for the provision for Heroin Assisted Treatment (HAT). A bid was submitted to Housing Solutions to employ two Mental Health workers. Although unsuccessful further options would be pursued via Right Place, Right Carer programme.

The Chair thanked the Public Health Strategic Manager and noted the good work that was taking place around Alcohol and Drug Harm Reduction in the County. He asked Members of the Committee for their comments and questions.

Councillor H Liddle asked for clarification in relation to the referral process for young people under the influence of drugs and alcohol, if the police were involved and commented that the trend at present in young people appears to be consuming drugs via large water bottles used as bongos with alcohol becoming less affordable.

The Public Health Strategic Manager informed the group that the natural trend in alcohol in young people was going down. If police were alerted to either a young person or a group of young people under the influence, there were several ways this could be handled. Advice could be given at the scene to that young person/people or their parents could be contacted alerting them to the dangers of alcohol in children. Alternatively, the school could be contacted where larger groups of young people were involved.

Councillor D Boyes asked what could be done in schools. The Public Health Strategic Manager informed the group that work carried out in schools was dependent on what the school themselves would allow. Drug and alcohol harm could be addressed in assemblies or within classrooms. There were various packages open to schools including the attendance of the Police.

Councillor D Stoker was concerned with issues in the market place in Durham City over the last six-month period with people under the influence. Some of these people were presenting as homeless and begging for money in an aggressive manner. He informed the Committee that he had received a phone call from an elderly person from Tynemouth expressing how appalled they had been when visiting Durham City recently. Councillor D Stoker commented that he felt there was a limited response from the police to this situation with no one else taking responsibility for the matter and asked what was happening to moderate the situation.

Councillor L Hovvels informed the Committee that the issue had been raised on several occasions. Durham City Parish Council had called a conference that would be held on 31 October 2019 to address the situation with joint working between the police and Housing Solutions as this was a multi-agency problem that needed addressing.

The Public Health Strategic Manager also re-iterated that people were aware of the situation and work was on going to try to address the situation within the Safer Durham Partnership. Tourists and students visiting the market place perceive these people to be homeless but in a lot of cases they were not. The Drug and Alcohol outreach workers visit the area to offer help to those who genuinely need it but there was a small group of people that refuse any help.

Councillor D Stoker needed to know why these people could not be banned from the area. The Public Health Strategic Manager informed the group that this discussion would need to be taken up with the police. Councillor D Boyes informed the group to await the outcome of the conference which should be kept on the agenda of this Committee.

Councillor J Turnbull asked for clarification as to whether the Licensing consultation covered supermarkets selling alcohol in the early mornings and commented that people were travelling to Durham to beg for money and would then purchase alcohol. The Public Health Strategic Manager agreed to check with a colleague on what the Licensing consultation included and acknowledged that the begging behaviour was becoming an issue and advise was being provided to students to not give away money of which may discourage those begging from coming back.

Councillor D Stoker asked if supermarkets were given advice over the sale of alcohol for 24 hours and who they should sell it to. The Public Health Strategic Manager informed the group that work had been carried out over an 18-month period with Gateshead Council around options for licensing registration. There was not a lot of room to negotiate with supermarkets over the selling of alcohol. Advice and recommendations were given to supermarkets but it was up to the supermarkets as to whether they implemented the recommendations. The Public Health Strategic Manager informed Members that the Public Health Team were consulted on changes to licences and this had resulted in a garage in Plawsworth not increasing their license to 24 hours.

Councillor D Boyes asked about opioids such as Fentanyl being prescribed by GP's and whether the Clinical Commissioning Group's (CCG) are monitored and challenged if we thought that the levels being prescribed were excessive. The Public Health Strategic Manager informed the group that rates were coming down and partnership working with CCGs, training packages for GPs were available.

With regards to the roll out of Naloxone kits, Councillor K Thompson asked if they were restricted due to budgets or whether Councillors could use their Small Grant funding to pay for further kits to help the service.

The Public Health Strategic Manager informed the group that training is required in the use of the kits and at present the kits were funded through Public Health and were currently being used by the police.

Councillor R Crute asked whether there were any contingency plans if the funding/budget came to an end for this work and if this work could be sustained. The Public Health Strategic Manager informed the group that there was Public Health funding for another year. The contract was continually being reviewed however drug and alcohol recovery and treatment services was a mandatory service for the Council to provide.

Resolved

- I. That the report be noted; and
- II. That the update on the actions associated with the ADHRG plan be noted

9 Quarter One 2019/20 Performance Management Report

The Chair introduced the Corporate Scrutiny and Strategy Manager, who was in attendance to speak to Members in relation to the Quarter one 2019/20 Performance Management Report for the Altogether Safe theme (for copy see file of minutes).

The Corporate Scrutiny and Strategy Manager referred Members to the report, with the key performance indicators (KPIs) being set out against the key performance questions (KPQs). As with previous reports the structure had remained the same looking at: how effective are we at tackling crime and disorder; how effective are we at tackling anti-social behaviour; how well do we reduce misuse of drugs and alcohol; how well do we tackle abuse of vulnerable people, including domestic abuse, child sexual exploitation and radicalisation; and how do we keep our environment safe, including roads and waterways.

It was noted that in terms of crime and disorder levels had stabilised for the first time. The Corporate Scrutiny and Performance Manager referred to a workshop on recorded crime led by Chief Superintendent Adrian Green where it was noted that the way in which crime was recorded within the police had changed and had led to an increase in the number of reported crimes. The Committee were advised that Durham Constabulary had been rated as 'good' for crime reporting following an inspection by HMICFRS.

The Corporate Scrutiny and Strategy Manager advised that within the frequency of crime categories, violence against a person was the most frequently recorded. Theft was the second most frequently reported with shop lifting numbers increasing and was included in the committee's future work programme. The Committee was informed of information in relation to the recordings of crime types – possession of weapons accounts for less than one percent, although it is increasing and anti-social behaviour (ASB) had been broken down in to those reported to Durham Constabulary and those reported to Durham County Council, with levels being reported to the two being similar.

The Committee were informed that both alcohol related violent crime and alcohol related domestic violence had increased and the successful completion of treatment targets via Human Kind were being met for alcohol but had not been met for Opiate users. In addition, there had been an increase in the number of reports of drug paraphernalia finds including needles.

The Corporate Scrutiny and Strategy Manager noted that within vulnerable people section of the report, domestic violence was the largest category to which from analysis of data reported that numbers had decreased making them the lowest for two years. In addition, Members were advised that there had also been a reduction in the number of child sexual exploitation referrals.

The Committee were advised that the statistics for road safety collisions was a long-term trend but was coming down and that six additional 20mph sites have been identified within the County. In addition, there had been a decrease in deliberate fires in the East of the County through targeted Partnership working.

The Chair thanked the Corporate Scrutiny and Strategy Manager and asked Members for their comments and questions.

Councillor R Crute requested clarity as violent crime had reduced but in the narrative on page 47 of the report violent crime was on the rise. He asked if this was due to the increase in alcohol consumption. The Corporate Scrutiny and Strategy Manager informed the Committee that both violence against the person and alcohol related violent crime had decreased.

Councillor D Boyes sought clarification if other police forces were at the same level for as Durham Constabulary for recording crime and also about youth crime. The Corporate Scrutiny and Strategy Manager informed the group that all 43 police forces have now undergone a crime integrity inspection by HMICFRS enabling greater comparisons and this showed Durham Constabulary in a positive position with a good rating.

The Corporate Scrutiny and Strategy Manager informed the group that youth offending within Youth Justice Plan would be looked at within the Committee's work programme.

Councillor C Hampson commented on some motorists who did not adhere to the 20mph zones and double yellow lines outside a school in her area and provided an example where the school crossing patrol had felt intimidated following speaking to a motorist who had parked on double yellow lines. Councillor C Hampson added that the number of PCSO's in her area had been cut making it harder to monitor. The Overview and Scrutiny Officer agreed to follow up the query in relation to 20mph zones and parking with the appropriate officer within Durham County Council.

Councillor D Stoker commented to Members that 20mph zones outside schools were advisory, not mandatory and down to motorist's good will to adhere to them.

Councillor C Hampson reported to the Committee that a flashing speed visor within her area was obstructed by over grown trees and had been reported to the Council on numerous occasions with no action taken place. Councillor C Hampson added that she felt that consideration to prevent any potential obstructions should be given to the location of future such speed visors. The Overview and Scrutiny Officer agreed to report the obstruction due to the overgrown trees to the appropriate Officer within Durham County Council.

Councillor D Stoker informed the group that motorists may be under the misconception that they would not get fined if they drove over 20mph and queried if County Councils could use their powers to fine motorists.

Councillor D Boyes reiterated the fact that 20mph flashing zones outside schools were advisory and not mandatory but motorists could be stopped by the police if they considered the driver to be driving dangerously. However, red circled 20mph road signs indicating a fixed 20mph speed zone were enforceable. Councillor D Boyes added that the Council could investigate the possibility of making these areas fixed 20mph zones outside schools and that these concerns were considered within the Committee's work on 20mph zones.

Councillor B Kellett said that he believed that 20mph zones would generally be inappropriate for schools as they would require drivers to adhere to this speed limit all the time which he thought was unnecessary apart from mornings and afternoons on school days when school children were crossing roads.

Resolved

That the report be noted.

10 Overview and Scrutiny Review Update

The Overview and Scrutiny Officer updated Members on the review of activity of the Committee. The Committee had set up a working group to develop a County Durham Road Safety Strategy. The working group's next meeting was scheduled for 10 October 2019 and would focus on regional statistics and partnership Road Safety education to contribute to development of a road safety strategy.

The Overview and Scrutiny Officer updated Members that the joint working group with Children and Young People's Overview and Scrutiny Committee on Children's Residential Care Homes was in its final stages with the production of a draft report.

Resolved:

That the verbal update be noted.

11 Police and Crime Panel

The Overview and Scrutiny Officer gave a verbal update with regards to the Police and Crime Panel (PCP) Annual General Meeting that took place on 28 June 2019. The Committee were advised that the agenda included the election of the Chair and Vice Chair for the forthcoming year, the Quarterly Report and outcomes of the HMICFRS Inspection Integrated Performance Assessment report.

The Committee were advised that a special PCP meeting was to take place on 20 September 2019 that was to consider a request from the Police, Crime and Victims' Commissioner Mr Ron Hogg to consider appointing an acting PCVC.

The Committee wished to pass on their best wishes to Mr Hogg.

Resolved:

That the verbal update be noted.

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**Safer & Stronger Communities
Overview and Scrutiny Committee**

5 November 2019



County Durham Youth Justice Service (CDYJS)

Youth Justice Plan 2019 - 2021

Report of John Pearce, Corporate Director of Children & Young People's Services

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 This report presents the updated Youth Justice Plan 2019 – 2021 It highlights some of the key achievements in reducing re-offending during 2018/19 and provides the areas for improvement which the service will be focussed upon during the next twelve months. This is set out in the Service Improvement Plan (Appendix 4 of the Youth Justice Plan).

Executive summary

Youth Justice Plan 2019 - 2021

2. A copy of the Youth Justice Plan is attached (Appendix 2) for information.
3. The Plan outlines how the service will:
 - Reduce First Time Entrants to the Youth Justice System;
 - Reduce re-offending by young people;
 - Reduce the use of custody for both sentenced and remanded young people.

By:

 - Improving how we communicate with young people and the interventions we complete with them;
 - Putting victims, including young victims, and restorative justice at the heart of everything we do;
 - Reducing re-offending by targeting our resources on those young people committing the most offences and improving their

engagement in opportunities for education, employment and training;

- Ensuring we have robust quality assurance and staff management processes in place and a skilled management team to manage those processes;
- Ensuring we listen and respond to what young people and their families are telling us;
- Ensuring volunteering, by both adults and young people, is a key component of the work we undertake with young people and victims;
- Ensuring that case management systems and administration support provide the highest quality support to staff and managers in the delivery of services to courts, communities and young people.

- 4 HM Inspectorate of Probation (HMIP) are 18 months into a four-year programme of inspections of Services. County Durham is still awaiting inspection. HMIP published, in March 2018, an 'Inspection Framework for Youth Offending Services' which sets clear standards expected of Youth Offending Teams (YOT) which ensures the provision of a high quality, personalised and responsive service for all children and young people. Whilst there are many aspects of good performance contained within the current plan, the service is not complacent and continues to assess the quality of its provision against the new inspection standards. The outcome of this work informed the production of the new Youth Justice Plan for the period 2019 – 2021.
- 5 As part of the commitment to our long-held approach of 'children first and foremost', after the report on the plan to the council's cabinet, we changed our name to County Durham Youth Justice Service. This better represents the work of the service, presents a more positive image and underlines that young people who offend are not just offenders but have a range of attributes, skills and issues.

Recommendation(s)

- 6 Safer & Stronger Overview and Scrutiny Committee are requested to:
 - (i) Note the contents of this report
 - (ii) Receive the Youth Justice Plan 2019 – 2021.

Background

7. Youth Offending Teams (YOTs) – known in County Durham as the Youth Justice Service - are statutory partnerships, established under the Crime and Disorder Act 1998, with the principal aim of preventing offending by children and young people. Local Authorities are responsible for establishing a Youth Offending Team. Police, National

Probation Service (NPS) and Clinical Commissioning Groups (CCGs) are statutorily required to assist in their funding and operation.

8. Local authorities continue to have a statutory duty to submit an annual youth justice plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth offending partnership's responsibilities in producing this plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out:
 - How youth justice services in their area are to be provided and funded;
 - How the YOS will be composed and funded, how it will operate, and what functions it will carry out.
9. The YJB welcomes plans that cover more than one year with the proviso that an annual refresh will be submitted which provides an update of key information, particularly in relation to finance and governance.
10. The current YJ Plan covers the two year period 2019/20 and 2020/21. The Plan provides an update covering the period 2018/19 for performance data and the period 2019/20 for service budgets, operational and strategic developments within the service and partnership, service structure and the Service Improvement Plan.
11. In accordance with statutory requirements the plan was approved by CDYOS Management Board on 21 May 2019, DCC Cabinet on 10 July 2019 and also by DCC County Council on 17 July 2019.
12. The refreshed Youth Justice Plan must be submitted to the Youth Justice Board for England and Wales (YJB) and published in accordance with the directions of the Secretary of State. The deadline for submission was 5 August 2019. The Plan was approved by the YJB, the feedback being that the plan is considered '**Excellent Plan. Well structured. Several notable areas of effective practice and innovation. Positive emphasis on research**'. (YJB). After submission to the YJB, Youth Justice Plans are sent to Her Majesty's Inspectorate of Probation (HMIP - lead for YOS inspections) and are placed in the House of Commons library for Ministers.

Key Achievements 2018/19

13. Four key achievements have been identified and are outlined in the Executive Summary of the Plan. These are:-

(a) Performance against National Outcome Measures 2018/19

(i) First Time Entrants to the Youth Justice System (FTEs):

Between October 2017 and September 2018 the rate of FTE per 100,000 10-17 population in County Durham is 250. This has reduced from 324 in the previous year. The rate is slightly higher than the national rate of 248 but is significantly lower than the North East Regional rate which is 329.

(ii) Re-offending

Ministry of Justice (MoJ) data (April 2016 – March 2017 cohort) shows a re-offending rate of 41.4% which is a 10.8% reduction compared to the previous year. This is higher than the England rate which is 40.9% but below the North East rate which is 41.8%. It should be noted, however, that given the consistently reducing size of the cohort of young people entering the youth justice system, the reoffending figure can vary considerably when compared to previous years.

(iii) Use of Custody

(a) Custodial Sentences:

The performance remains on par with previous years with a rate per 1,000 10-17 years of 0.42 during January - December 2018. This is higher than both the National and North East averages with rates of 0.32 and 0.30 respectively.

(b) Remand Bed Nights: 679

This is a 62% increase on the previous year. This is despite their being a reduction in both the number of young people being remanded to youth detention accommodation and the number of episodes, when compared to the previous year – 14 to 11 young people and 22 to 13 episodes. The increase in bed nights is due to most remands being for a significantly longer period (more bed nights) than those in the previous year.

(b) Co-Commissioned Health Model:

During 2018/19 we have managed to 'mainstream' the funding for most of the health staff within the Service. The Health Team based in CDYOS comprises Public Health Nurse, Clinical Psychologist, Speech Language Therapists, Substance Misuse Specialists, and Mental Health Specialists. All posts, with the exception of the Clinical

Psychologist post (funded through NHS England Collaborative Commissioning Network) are now funded through the various mainstream commissions. This has provided a stable base from which we can plan future developments. This work has also been recognised nationally through the MJ Local Government Achievement awards where it was a finalist in the care and health integration category.

(c) Work With Victims, including Young Victims:

Our work with the victims of youth crime has engaged over 130 victims in restorative approaches. In particular, our work with young people who are the victims of youth crime has provided dedicated support and an opportunity to rebuild and restore confidence. The support group for young victims of all crime ('With Youth in Mind') has continued to develop and is now working with an average of 35 young people at any one time throughout the year. 'With Youth in Mind' is a finalist in the Children & Young People Now Awards 2019. We will learn whether we are a winner at a ceremony in November 2019. Young people who offend have also completed almost 3,000 hours of unpaid work in and across communities in County Durham as a means of reparation.

(d) Targeting those young people committing the most offences

The Service has continued to prioritise our work with young people who are persistently offending. The Service operates an enhanced, intensive, case management model for this cohort of young people. Each case is reviewed monthly by a panel chaired by the YOS Manager. The Service is developing a partnership-based trauma recovery model of enhanced case management for this cohort of young people. Monitoring of this work has continued to show that whilst significant reductions in offending are difficult to achieve, it is possible to have a meaningful impact in reducing both the frequency and seriousness of offending for this cohort.

Conclusion

14. This report presents the Youth Justice Plan for 2019/21 for the information of this committee. The plan has been approved by CDYOS Management Board, DCC Cabinet and full Council. Whilst this report

highlights good and improving performance, the service remains committed to continuing to drive-up performance both in terms of quality of work and outcomes achieved for young people.

Background papers

- Youth Justice Plan 2019 - 2021

Contact: Martyn Stenton

Tel: 03000 268067

Appendix 1: Implications

Legal Implications

The Youth Justice Plan ensures Durham County Council and statutory partners meet their legal implications to the partnership. Statutory requirements placed on the YOS and the Management Board include: Complying with the statutory requirements laid out in s.38 to 40 of the Crime and Disorder Act 1998, and other relevant sections of the Act; Complying with National Standards (NS) for Youth Justice (including returning the annual National Standards audit); Submitting required data to the YJB in adherence with the relevant YJB data recording guidance; Approving the annual Youth Justice Plan.

Finance

The Youth Justice Plan contains CDYOS partnership pooled budget and staff secondment arrangements for 2019/20. CDYOS budget comprises partnership funding, YJB funding and specific grant funding. The budget allocation is reviewed annually by CDYOS Management Board and all partners (Police, Probation, Health (CCGs) and Local Authority) agree funding contributions for the following year. Under the terms of the Crime & Disorder Act 1998; DCC, Durham Constabulary, National Probation Service and CCGs are required to both contribute staff and provide funding for a pooled budget for operating costs. The total budget for CDYOS for 2019/20 is £2,657,036. The total budget for CDYOS includes the cost of staff seconded to CDYOS from partners.

Consultation

CDYOS Management Board and partners have been consulted. There is no requirement for public consultation.

Equality and Diversity / Public Sector Equality Duty

An Equalities Impact Assessment was undertaken in February 2018 as part of the preparations for the restructure of CDYOS. This ensured that development of the new structure and the development of that structure for CDYOS met all requirements and was conducted in a way that ensured equality and considered diversity. In addition, CDYOS is committed to meeting the needs of the young people, families and victims with whom we work. All staff have undertaken specialist diversity training for youth offending, SLCN training and, in addition, case managers have undertaken specialist diversity training for assessments. Diversity issues are a specific category on the checklist used by managers to countersign assessments and intervention plans.

Human Rights

Not applicable

Climate Change

None

Crime and Disorder

The statutory function of CDYOS partnership is the prevention of offending by children and young people (Crime and Disorder Act 1998). The Youth Justice Plan provides detail on how the partnership will undertake those functions. See paragraph 12, above, for details of how this will be achieved.

Staffing

Staff establishment is included in the plan, in line with YJB requirements.

Accommodation

All managers and staff in CDYOS have been based at DCC, Crook from 26.4.18. The service also uses 'satellite bases', for meetings, interviews etc under agreements with partner agencies.

Risk

Risks to future delivery have been considered and are included in the plan.

Procurement

Not applicable

Durham
County Council



County Durham
Youth Justice Plan
2019 - 2021

Foreword

It is our pleasure to present the County Durham Youth Justice Plan 2019 - 2021. This statutory plan reviews the work of the service over the last year and sets out our agreed partnership priorities. It follows a similar format to our last plan which was well received across the partnership.

County Durham Youth Offending Service (CDYOS) continues to achieve positive outcomes. Since 2013/14, the number of young people entering the criminal justice system has reduced by 46%. We feel this represents continued effective joint work from staff in the service working closely with the police and other partners. We know that for most young people this will be their only involvement with the youth justice system and that they will not be in trouble again. Through our work with them, we want to do the best we can to help them to move on to lead fulfilling adult lives.

In recent years the number of young people committing offences and the number of offences committed have both reduced. That means there are fewer victims too which is good news for our community as a whole. We know though that crime can have a big impact on people and we continue to put a lot of effort into work with the victims of youth crime and support restorative approaches where possible.

The plan covers a number of the achievements of the service. This included the success of our co-commissioned health team which is a finalist in the MJ Local Government Awards 2019; our work with young victims of crime; our parenting support for parents who are victims of their own children's offending; our volunteer programme, including young volunteers working as mentors for young victims and the award of Investor in Children status for the whole service.

As a service and a local partnership we are not complacent. There are clearly further improvements to be achieved and there are challenges ahead to ensure that the outcomes delivered by the partnership make a real difference locally and support service improvement both regionally and nationally. The Service Improvement Plan in Appendix 4 lays out the main focus for service improvement work over the year ahead.

These achievements, and the drive to improve, would not be possible without the full and active engagement of a wide range of partners, committed to working together to meet the needs of young people who offend, victims and communities. We would like to thank the partners who make up the Youth Offending Service for their continued commitment of time, expertise and resources.

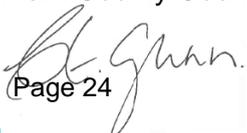
All public services continue to face challenges from funding pressures, and CDYOS is no exception. However, the service is well placed to deliver realistic priorities for the future, building on firm foundations and with support from our funding partners.

We are committed to working together to ensure the outcomes achieved by CDYOS continue to improve over the forthcoming years. During 2019/20, CDYOS will change its name to **County Durham Youth Justice Service**. It is felt this name better reflects the strategic purpose of the service and better reflects that young people who offend are first and foremost young people with a range of attributes, skills and issues. We see this as a way of trying to more accurately describe the work the service does and this will not mean a reduction in the core focus of the service.

Martyn Stenton (Chair of CDYOS Management Board)
Head of Service Early Help, Inclusion & Vulnerable Children
Children & Young People Service
Durham County Council



Councillor Olwyn Gunn
Cabinet Portfolio Holder for Children & Young People
Durham County Council



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Executive Summary

The Youth Justice Plan 2019/20 highlights work done to date, and key achievements and outcomes for 2018/19. It outlines key priorities, budget, staffing, service developments and the service improvement plan for 2019/20.

Our Key Achievements:

1. National Outcome Measures 2018/19

■ Reducing First Time Entrants to the Youth Justice System (FTEs):

Between October 2017 and September 2018 the rate of FTEs per 100,000 10-17 years population in County Durham is 250, which is slightly higher than the national average rate of 248. The County Durham rate is significantly lower than the North East average at 329.

■ Reducing Re-offending

Ministry of Justice (MoJ) data (April 2016 – March 2017 cohort) shows a re-offending rate of 41.4% which is a 10.8% reduction compared to the previous year. This is higher than the National average rate of 40.9% but lower than the North East average rate of 41.8%.

Given the consistently reducing size of the cohort of young people entering the youth justice system, the reoffending figure can vary considerably when compared to previous years.

■ Reducing the Use of Custody Custodial Sentences:

The CDYOS performance remains on par with previous years with a rate per 1,000 10-17 years of 0.42 during January–December 2018. This is higher than both the National and North East averages with rates of 0.32 and 0.30 respectively. On each occasion a young person is sentenced to custody, the work of CDYOS is reviewed to ensure all appropriate work was undertaken.

Remand Bed Nights: 679

This is a 62% increase on the previous year. This is despite their being a reduction in both the number of young people being remanded to youth detention accommodation and the number of episodes when compared to the previous year – 14 to 11 young people and 22 to 13 episodes. The increase in bed nights is due to most remands being

for a significantly longer period (more bed nights) than those in the previous year. Within year, remand numbers varies considerably. For example there were 0 remands between December 2018 and April 2019.

Appendix 2 provides more details to illustrate the above information.

2. Co-Commissioned Health Model:

During 2018/19 we have managed to 'mainstream' the funding for most of the health staff within the Service. The Health Team based in CDYOS comprises Public Health Nurse, Clinical Psychologist, Speech Language Therapists, Substance Misuse Specialists, and Mental Health Specialists. Each post (with the exception of the Psychologist) is now funded through the various mainstream commissions. This has provided a stable base from which we can plan future developments.

3. Work With Victims, including Young Victims:

Our work with the victims of youth crime has engaged over 130 victims in restorative approaches. In particular, our work with young people who are the victims of youth crime has provided dedicated support and an opportunity to re-build and restore confidence. The support group for young victims of all crime ('With Youth in Mind') has continued to develop and is now working with an average of 35 young people at any one time throughout the year. Young people who offend have also engaged in almost 3,000 hours of unpaid work in and across communities in County Durham as a means of reparation.

4. Targeting those young people committing the most offences

The Service has continued to prioritise our work with young people who are persistently offending. The Service operates an enhanced, intensive, case management model for this cohort of young people. Each case is reviewed monthly by a panel chaired by the YOS Manager. The Service is developing, in conjunction with CAMHS & CYPS, a trauma recovery model of enhanced case management for this cohort of young people. Monitoring of this work has continued to show that whilst significant reductions in offending are difficult to achieve, it is possible to have a meaningful

impact in reducing both the frequency and seriousness of offending.

The work carried out during 2018/19 which has supported our Key Achievements has been:-

Reducing First Time Entrants (FTEs)

- Reviewed the assessment tool used for young people subject to an out of court disposal and introduced a reduced version of asset plus.
- Introduced the availability of more than one PCD
- Introduced, with colleagues from Durham Constabulary, a scrutiny process for out of court decision making involving a community member
- Developed the out of court work quality assurance process;
- Undertook a self-assessment based on HMIP inspection domains
- Developed and completed an improvement plan based on the self-assessment

Reducing Re-offending

- Ensured that all intervention plans, where appropriate, are developed in conjunction with other planning processes in CYPS
- Continued to work with colleagues in residential homes to reduce offending by Looked After Children (LAC);
- Researched and developed a profile for young people who are persistent offenders to improve our targeting of interventions
- Developed the reoffending panel to review the cases of young people in the reoffending cohort;
- Reviewed and improved our screening of communication needs of all young people we work with;
- Improved staff's confidence in working with young people's emotional and mental health needs through training and mentoring;
- Developed our health team and developed working links with other parts of the service and with other partner agencies
- Developed our work with young people who display harmful sexual behaviours and ensured staff were appropriately confident and skilled;
- Provided both targeted and service-wide training for staff based on outcomes of quality assurance processes and quality improvement plans
- Undertook improvement actions as a result of JTAI Inspection (Domestic Abuse).
- Improved communication with the MASH by appointing 2 x SPOCs.

Reducing Use of Custody

- Reviewed all cases where a custodial sentence was imposed and looked for learning opportunities;
- Reviewed, in conjunction with colleagues from Durham Constabulary, the process for transfer to Local Authority under PACE;
- Received feedback from Magistrates in respect of the service provided by CDYOS in court and jointly developed areas for improvement/review;
- Maintained a 6 day per week service, including experienced court officers available for Saturdays and Bank Holiday special courts;
- Maintained dedicated management cover for a 6 days per week service.
- Researched and reviewed the use of breach and resentencing to ensure it provides the highest quality service to young people

Work with Victims, including Young Victims

- Continued to improve the involvement of victims in deciding the type of reparation work to be undertaken;
- Undertook research into take-up of services by victims and developed an improvement plan based on this research;
- Expanded and embedded our programme for parents who are victims of their child's offending;
- Reviewed and amended processes to improve the service we offer to victims and young people who offend through our restorative justice work;
- Further developed our group of mentors and 'leaders' all of whom are young people who have been victims of crime and expanded both the group size and the range of activities on offer;
- Improved the range of volunteering opportunities and the link between wider service volunteering opportunities and the young mentors/leaders
- Continued to work closely with the Office of the Police, Crime and Victims' Commissioner (OPCVC) in the development of services for victims;
- Embedding new roles for volunteers in service delivery, including, panels, mentoring, independent visiting, appropriate adults, and having over 50 trained active volunteers;
- Our specialist Restorative Justice (RJ) work to support victims of youth crime;
- Delivering our work in the communities where young people and families live;

- Delivering 3,000 hours of court ordered reparation/ unpaid work and raising over £700 for charity from young people's reparation work;

Support for Young People's Education and Progression:

- Expanded the Skill Mill programme and reviewed its operation to ensure it remains appropriate to changing needs;
- Began preparatory work to introduce Life Chances funding for Skill Mill
- Developed a productive partnership with colleagues in the Progression Team, DCC
- Continued our response to the speech, language and communication needs (SLCN) of young people in the Youth Justice System, so that they are supported to engage in further Education, Employment and Training opportunities;
- Reviewed and amended the post of Employment Advisor in CDYOS;
- Extended the use of volunteers as mentors for young people under the supervision of CDYOS and as Independent Visitors for young people looked after by the Local Authority;
- Extended young people's volunteering opportunities;
- Audited our work in respect of SLCN and developed an improvement plan
- Audited our work in respect of SEND and completed an improvement plan;
- Working with schools through behaviour panels to support multi-agency efforts to keep young people included within schools

In 2019/20 we will:

- Maintain the low level of First Time Entrants to the Youth Justice System;
- Reduce re-offending by young people;
- Reduce the use of custody for both sentenced and remanded young people.

By:

- Improving how we communicate with young people and the interventions we do with them;
- Putting victims, including young victims, and restorative justice at the heart of everything we do;
- Reducing re-offending by targeting our resources on those young people committing the most offences and improving their engagement in opportunities for education, employment and training;
- Ensuring we have robust quality assurance and staff management processes in place and a skilled management team to manage these processes;
- Ensuring that we listen and respond to what young people and their families are telling us;
- Ensuring that volunteering, by both adults and young people, is a key component of the work we do with young people and victims;
- Ensuring that case management systems and administration support provides the highest quality support to staff and managers in the delivery of services to courts, communities, victims, families and young people.

See **Appendix 4** (Service Improvement Plan 2019/20) for more detail.

Introduction

Youth Offending Teams (YOTs) are statutory partnerships, established under the Crime and Disorder Act 1998, with the principal aim of preventing offending by children and young people. Local Authorities are responsible for establishing a Youth Offending Team within their area. Police, National Probation Service and Clinical Commissioning Groups (CCGs) are statutorily required to assist in their funding and operation.

Local authorities continue to have a statutory duty to submit an annual youth justice plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth offending partnership's responsibilities in producing this plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement a statutory annual youth justice plan setting out:

- How youth justice services in their area are to be provided and funded;
- How the Youth Offending Service (YOS) will be composed and funded, how it will operate, and what functions it will carry out.

Statutory requirements placed on the YOS and the Management Board include:

- Complying with the requirements laid out in s.38 to 40 of the Crime and Disorder Act 1998, and other relevant sections of the Act;
- Complying with National Standards for Youth Justice (including returning the annual NS audit).
- Submitting required data to the YJB in accordance with the relevant YJB data recording guidance;
- Ensuring appropriate methods are used to transfer data within the youth justice system.

County Durham Youth Offending Service

County Durham Youth Offending Service (CDYOS), a statutory multi-agency partnership, is part of Children and Young People's Services, Durham County Council, and is managed by them on behalf of the partnership. Active links are maintained at both strategic and operational level to Criminal Justice, Community Safety and Children, Young People and Families arenas.

The Service is represented at strategic level in a range of key partnerships (e.g. Children and Families Partnership, Safe Durham Partnership (CSP), Durham Safeguarding Children Partnership (DSCP), Local Criminal Justice Partnership (LCJP), Strategic MAPPA Board, Think Family Partnership etc.), as well as relevant sub groups.

Strategic Purpose of CDYOS

- To prevent re-offending by children and young people;
- To reduce First Time Entrants (FTEs) to the youth justice system;
- To be achieved by delivering specialist interventions;
- Underpinned by safeguarding and public protection.

Transition to Youth Justice Service

During 2019/20, CDYOS will change its name to **County Durham Youth Justice Service**. It is felt this name better reflects the strategic purpose of the service and better reflects that young people who offend are first and foremost young people with a range of attributes, skills and issues. It is felt to be inappropriate to name the service after just one of those. This will not mean a reduction in the core focus of the service.

For 2019/20, CDYOS' primary focus is on the following four outcome areas:

- reducing first time entrants
- reducing re-offending
- reducing the use of custody (both sentenced and remanded)
- and ensuring public protection/safeguarding by providing specialist interventions.

We will embed service improvements; focus on the quality of practice; and work to ensure we continue to improve outcomes and focus on core business.

See Appendix 4: Service Improvement Plan 2019/20

Structure and Governance

Governance – Management Board

CDYOS is accountable to a multi-agency Management Board, chaired by the Head of Early Help, Inclusion and Vulnerable Children, Children and Young People's Services, Durham County Council. The membership and terms of reference of the Management Board are reviewed annually. Membership is at appropriate Senior Officer level.

The Management Board consists of:

- Children and Young People's Services, Durham County Council (DCC) - Chair;
- Durham Constabulary;
- National Probation Service;
- Clinical Commissioning Groups x 2
- HM Courts and Tribunals Service;
- Progression Team, DCC;
- Office of the Police, Crime and Victims' Commissioner (OPCVC);
- Durham Tees Valley Community Rehabilitation Company;
- Public Health, DCC;
- SEND and Inclusion, Education, DCC;
- NHS England Health and Justice

Membership and governance are reviewed annually to ensure they remain robust in a complex and changing operating environment.

The Management Board ensures it has appropriate links with other partnerships by requiring members of the Board to report on the work of those partnerships of which they are a member. A review is undertaken to ensure that the members of the Management Board are also members of an appropriate range of other partnerships. This ensures synergy and that youth justice continues to be a priority across the wider partnership arena.

The YOS Manager and Chair of the Management Board provide regular formal reports and updates to many of the partnerships to enable them to monitor performance and contribute to the improvement of services for young people who offend, their families and victims. In addition, Durham County Council's Overview and Scrutiny Committees also monitor performance against the three national outcome measures and receive annual presentations from the YOS Manager on progress against the Youth Justice Plan.

The Management Board ensures CDYOS can deliver effective youth justice services and improve outcomes for young people by:

- Providing clear performance oversight and direction;
- Receiving regular budget reports;
- Ensuring the service is adequately resourced;
- Providing clear governance and accountability;
- Reviewing the statutory partners' budget contribution to CDYOS;
- Ensuring links to the various partnerships external to CDYOS

This is achieved by providing:

- Strategic oversight and direction;
- Support;
- Partnership working;
- Planning and resources.

The Youth Justice Plan, after approval by the Management Board, is presented to Cabinet and full Council for approval before submission to the YJB. In addition it is considered at the Safe Durham Partnership and by Durham County Council Overview & Scrutiny Committees.

Durham County Council (DCC) Structures

CDYOS is part of Children and Young People's Services, Durham County Council and managed by them on behalf of the partnership. The YOS Manager is line managed by the Head of Service Early Help, Inclusion and Vulnerable Children (EHIVC), who is also the Chair of CDYOS Management Board. The YOS Manager is a member of Children's Services EHIVC Management Team. Regular meetings are also held with the Children's Social Care Management Team.

Early Help, Inclusion & Vulnerable Children Service includes:

- One Point (Early Help, Prevention and Think Family Services)
- CDYOS
- Aycliffe Secure Services
- SEND & Inclusion Services

BY being a part of Children and Young People's Services, CDYOS has well proven working links with all parts of CYPS and is able to be proactive in development of services and overcoming issues. There are numerous valuable opportunities for joint work and innovation across the spectrum of services and the Service is able to work with the Corporate Director and Heads of Service on cross cutting themes e.g. quality improvement.

CDYOS continues to work closely with colleagues in Adult and Health Services (e.g. Public Health and Commissioning) and across the council. Joint work and innovation is essential in the context of a rapidly changing operating environment and resource pressures.

Reducing Youth Crime – Integrated Strategic Planning

The primary focus of CDYOS – preventing re-offending by young people, reducing first time entrants to the Youth Justice System and reducing the use of custody – is fully integrated

into the following strategic plans/strategies in County Durham:

- Safe Durham Partnership (SDP) Plan;
- County Durham Children, Young People and Families Plan;
- Durham County Council Plan;
- Safe Durham Partnership Reducing Re-Offending Strategy;
- Safe Durham Partnership Anti-Social Behaviour Strategy;
- Safe Durham Partnership Alcohol Harm Reduction Strategy;
- Safe Durham Partnership Drug Strategy
- Think Family Strategy;
- Early Help Strategy;
- Durham Police, Crime and Victims' Plan;
- County Durham Joint Health and Wellbeing Strategy;
- Durham County Council Strategy for Children and Young People with Special Educational Needs and / or Disabilities.

CDYOS has developed effective links with health partners. During 2017 the service worked with Public Health and partners to complete a Health Needs Assessment (HNA) of young people who offend. This resulted in a co-commissioned model of health provision in CDYOS. Initially funded for two years from a variety of sources, it is pleasing to report that the funding for the range of health professionals in the service has now been included in the various 'mainstream' commissions for services.

The service has developed effective links with the Office of the Police, Crime and Victims' Commissioner and the Commissioner's plan is reflected in the work and priorities of CDYOS. In addition, the service will be working closely with the Young PCVC on a number of developments during 2019/20.

Resources and Value for Money

CDYOS is committed to the following principles:

- Prioritising front line delivery and core services to young people and partners;
- Continuous quality improvement to improve practice with and outcomes for young people, victims and communities;
- ensuring young people are safeguarded and risk is managed;
- ensuring Value for Money (VfM).

These underpin all our work in respect of budgetary management. Robust financial management is underpinned by regular budget reports to the Management Board, EHIVC Management Team and Finance colleagues, DCC.

Budget 2019/20

CDYOS budget comprises partnership funding, YJB funding and specific grant funding. The budget allocation is reviewed annually by CDYOS Management Board and all partners (Police, Probation, Health (CCGs) and Local Authority) agree funding contributions for the following year.

CDYOS pooled budget for 2019/20 is £2,657,036

A detailed budget breakdown can be found at Appendix 3.

CDYOS and partner's evidenced success in reducing first time entrants and re-offending and is an Invest to Save strategy. It has resulted in 46% reduction in first time entrants since 2013; and 60% reduction in the number of offences committed and 67% reduction in the number of young people offending since 2010/11. The number of young people re-offending and the number of offences committed has fallen consistently since 2010/11.

YJB Grant Funding 2019/20

The YJB provides 2 grants which are part of CDYOS' pooled budget:

- Youth Justice (YOT) Grant (England)
- Remands to Youth Detention Accommodation (RYDA) Grant

Both grants are ring-fenced to youth justice services.

Youth Justice (YOT) Grant: £606,275

The ring-fenced grant is provided by the YJB to local authorities 'for the purposes of the operation of the youth justice system and the provision of youth justice services' ('Youth Justice Plans: YJB Practice Note for Youth Offending Service Partnerships', YJB, May 2017). The grant may only be used by the Local Authority to fund its Youth Offending Team with a view to achieving the following outcomes:

- Reduction in youth re-offending;
- Reduction in the numbers of first time entrants to the Youth Justice System;
- Reduction in the use of the youth custody;
- Effective public protection;
- Effective safeguarding.

The YJ Grant is used as part of CDYOS pooled budget (see Appendix 3). This supports delivery of our Service Improvement Plan 2019/20 which focuses on the YJB key outcome measures.

Uncertainty caused by very late notification of YJB grants, as is the case this year, causes problems in respect of business planning.

Remands to Youth Detention Accommodation: £49,407

The full cost of all remand bed nights is the responsibility of the local authority. The grant is for bed nights in Young Offenders Institutions (YOI) only.

Budget Savings 2019/20

CDYOS, like all public services, has to manage within a tough budgetary environment.

Since 2010/11, CDYOS budget has reduced by £3,142,776 (54% reduction). It should be noted the budget savings have been achieved while maintaining performance across a range of measures by developing new and more efficient ways of working.

Subject to confirmation of the YJB grant for Services and Remand Grant, we have managed the revised budget envelope for 2019/20 by:

- reviewing all staffing in light of service needs and re-profiling some posts to increase resilience/capacity;
- Co-locating the Service in DCC strategic hub accommodation and achieving significant cost savings;
- Reviewing and amending our 'remote working' operational model;
- Streamlining management and support/admin services;
- introducing a range of lean admin processes/operating procedures;
- maximising Durham County Council's support structures and contributing to reviews to develop this further
- changing the way we work with local partnerships to ensure the most efficient and effective approach possible

Staffing and Service Delivery

Service Delivery

CDYOS works with young people across the whole Youth Justice spectrum (out of court and post court) to reduce re-offending. All young people have been through formal Police processes.

CDYOS work includes:

- pre conviction arena (bail and remand management);
- integrated out of court system
- community sentences;
- custodial sentences.

CDYOS ensures the delivery of court orders (both in the community and custody) in line with National Standards for Youth Justice, national Case Management Guidance and other statutory requirements through a deployment of a range of professional staff acting as either Case Managers or specialist deliverers of interventions (See Appendix 5). In addition, we recruit, train, manage, supervise and deploy volunteers to carry out a range of functions (including the statutory delivery of Referral Order Panels). We operate a fully staffed court rota for the Youth Court, Remand Court, Crown Court and Special Courts (Saturdays and Bank Holidays) with dedicated management cover. We ensure safeguarding and management of risk, including public protection, in relation to young people in the Youth Justice System.

Restorative Justice underpins all our work. CDYOS works with victims of youth crime to ensure meaningful input to work with young people who have offended and has expanded restorative justice across all orders within existing resources. CDYOS was awarded the Restorative Service Quality Mark and had that award extended for a further 12 months in 2019. CDYOS also achieved Investing in Children accreditation in 2016 for our work with young people.

As a result of the increasing complexity of cases, CDYOS operates a specialist model of case management, enabling staff to work to their expertise. The primary focus of staff is on their specialist roles. Specialist case managers in our two case management teams are responsible for assessment, intervention planning and overall case management. Interventions, based on risk of re-offending, are delivered by the Interventions Team and the Health Team.

The focus of all our work is reducing re-offending. We operate a multi-professional Team around the Child, maximising expertise of professionals in CDYOS, and utilising additional skills from across our partnership as required.

In 2018/19, almost 3,000 hours of court ordered reparation were delivered by young people supervised by CDYOS.

Staffing

The Service is staffed in line, and fully complies, with the requirements of the Crime and Disorder Act 1998, including:

- Social Workers;
- Probation Officer (NPS);
- Police Officers;
- Police staff;
- Health staff;
- Education/Employment Advisor.

There is a range of other staff, for example:

- Managers;
- Youth Justice Consultants;
- Case Managers;
- Victim Liaison Officers;
- Family Support Officer;
- Intensive Supervision and Surveillance (ISS) Officer;
- Reparation Officer;
- Admin staff;
- Intervention Team staff who deliver a range of interventions with young people to reduce re-offending, including ISS, reparation, and out of court.

Staffing Structure

See Appendix 5 for CDYOS Staffing Structure.

As of 1 April 2019 CDYOS has 72.42fte staff and 30 active volunteers.

60.42fte staff are employed by Durham County Council on behalf of the partnership; 12fte are seconded from partners (Durham Constabulary, National Probation Service, North Tees and Hartlepool NHS Foundation Trust (NTHFT), Harrogate and District NHS Foundation Trust (HDFT), Tees Esk and Wear Valleys Mental Health Trust (TEWV).

All staff and volunteers are trained in Restorative Approaches/ Restorative Justice. 50 are trained to facilitate Restorative Justice conferences.

Specialist Victim Liaison Officers (VLOs) are responsible for high level/complex work with victims.

Our co-commissioned, multi-professional model of health provision is included in the service structure (Appendix 4).

The Health Team comprises:

- 0.6fte Speech and Language Therapist;
- 1fte Specialist Public Health Children's Nurse;

- 2fte Health & Wellbeing Support Workers;
- 2fte Substance Misuse Workers;
- 1fte Liaison and Diversion Link Nurse;
- 0.4fte Consultant Clinical Psychologist

The Voice of Young People in the Youth Justice System

Young people play an active role in the work of CDYOS. Their involvement during 2018/19 has helped to shape the Service Improvement Plan 2019/20 and the priorities included in this Youth Justice Plan.

The service has numerous ways of obtaining young people's views, including;

- e-survey for all young people working with CDYOS;
- Feedback on each intervention undertaken;
- Ad hoc feedback on specific themes
- Manager reviews of cases with young people;
- Referral Order panel reviews with young people;
- Every assessment includes a self-assessment by the young person;
- Re-engagement Panels with young people (for those at risk of breach/non-compliance);
- With Youth in Mind – young victims' consultation and engagement group.
- Structured interviews with victims by CDYOS volunteers

The active participation of young people in their own assessments and intervention plans is a theme running through all CDYOS quality assurance work and is a priority in the Service Improvement Plan for 2019/20.

Through our extensive work to improve our understanding of young people's communication needs, we have shaped our approach to ensure that young people's experience of CDYOS is as positive as possible and really helps to improve their outcomes. We have transformed the way we work and developed our own resources which ensure all young people can contribute to the work we plan and undertake with them. WE now share these resources nationally and share our expertise through the provision of training throughout the country.

We achieved the award of Investor in Children through our work to ensure young people have a say in their future and we both listen and respond to their wishes and views. We are currently in the process of renewing that award for the Service.

With Youth in Mind, our young people's group, comprising young victims of crime (aged 9 to 20), actively shapes our work with young victims

to improve the service we offer. Some young people are trained as team leaders to offer peer support to other young victims of crime.

'We started this group because we all were very interested in helping young people because of our own experiences. This could be about bullying or problems at home with the idea being that young people support other young people who have had similar experiences. The leaders and staff put time and effort in and really care about you and you get the chance to talk about different stuff and plan what you want to do for activities.'

(Members of With Youth in Mind)

Partnership Arrangements

Partnership Arrangements

Partnership arrangements in place to deliver effective and efficient youth justice services in County Durham include:

- Partners (Police, National Probation Service and Health) have maintained their specialist staff and financial contributions to the service for 2019/20;
- Durham County Council is the lead partner;
- The Management Board consists of statutory partners plus broader membership (Office of the Police, Crime and Victims' Commissioner, HMCTS, CRC, Public Health, SEND, NHS England);
- Seniority of Management Board members;
- Management Board members are proactive, working both within and outside the Board, to support the work of the service;
- Partnership work to support the development of a range of projects and initiatives e.g. Speech Language and Communication Needs (SLCN) Strategy; work with RSPCA, Fire and Rescue Service, Police re. development of additional intervention programmes; Positive Futures re. interventions directory, Looked After Children developments;
- CDYOS Interventions Directory includes some interventions delivered in partnership and some are delivered by partners for CDYOS.

Effective Partnership Work

CDYOS has strong partnership work with an extensive range of partners at both strategic and operational level. Partners include:

- Criminal Justice (Police, Probation, Courts);
- Community Safety (DCC, Health, Fire and Rescue);
- Children and Families Partnership (DCC, Health, Police, VCS);
- Durham Safeguarding Children Partnership;

- Multi-Agency Public Protection Arrangements (MAPPA);
- Office of the Police, Crime and Victims' Commissioner (OPCVC);
- Health (HDFT, CCGs, NECS, TEWV, NTHFT);
- National Probation Service (NPS);
- Durham Tees Valley Community Rehabilitation Company (CRC);
- Think Family/Stronger (Troubled) Families;
- Local Criminal Justice Partnership (LSCP).

The Service operates with a range of protocols between agencies/services, for example, homelessness, Mental Health pathways, SEND etc.

Commissioned Services

Based upon our Health Needs Assessment of young people who offend in County Durham, a range of health professionals are commissioned to work with CDYOS to ensure a quality service for this group of young people.

In addition to services commissioned for CDYOS, the service has also been commissioned to deliver training to other services. This includes:

- SLCN awareness/ ClearCut Communication resources, both locally and nationally
- ClearCut Communication resources and/or training have been purchased by over 50 YOTs and a range of other services nationally;
- Restorative Approaches training for partners, including Residential staff;
- Provision of the Independent Visitors Service for LAC in County Durham.

Resettlement after Custody

As a result of our multi-agency approach to resettlement, all young people leaving custody in 2018/19 had appropriate accommodation sourced and available prior to release. CDYOS works closely with Housing and Children's Services to ensure young people are effectively resettled.

No young people were remanded to the secure estate in 2018/19 as a result of inappropriate accommodation.

Prevent

Local Authorities, including Youth Offending Services, are subject to a duty under section 26 of the Counter Terrorism and Security Act 2015, in the exercise of their functions, to have 'due regard to the need to prevent people from being drawn into terrorism'.

This duty, known as the Prevent duty, applies to a wide range of public bodies. Within CDYOS this duty is discharged through our casework with young people who have offended and through our membership of partnerships charged with carrying out the Prevent work. All CDYOS staff have been trained in Prevent and the inherent duties through use of e-learning. CDYOS also

has two staff trained to deliver 'WRAP' (Workshop to Raise Awareness of Prevent) training.

Case Managers have worked closely with Police and other colleagues when concerns about radicalisation/extremism have been identified with young people and/or families and have taken lead case management roles when appropriate.

Information Sharing

Partnership information sharing protocols/agreements are in-place and ensure holistic assessment, intervention and outcomes for young people who offend. Staff have access to a range of case management systems/ databases in CDYOS offices, including:

- All Police intelligence systems inc. PNC, Sleuth, Blue Delta, Red Sigma, Vicman (Police);
- SystmOne (Health) and all other health databases relevant to the home agency of the staff within CDYOS;
- LiquidLogic (Safeguarding/ Children's social care);
- Capita ONE (Education);
- Hanlon (DurhamWorks);
- CareDirector Youth (Youth Justice case management system).

Police intelligence systems are available to a group of vetted and suitably trained staff in CDYOS, in addition to Police Officers and Police staff.

The range of case management systems / databases in CDYOS allows staff and secondees to access critical, real time information regarding the young person/family to support management of risk and vulnerability. This ensures holistic assessment and information sharing to improve outcomes for young people in the Youth Justice System.

In addition, CareDirector Youth is available for:

- Emergency Duty Team (EDT);
- All magistrates courts in County Durham for CDYOS access.

Additional Key Partnerships

Additional key partnerships, to those detailed elsewhere in this report, include:

- The Royal British Legion – reparation work;
- SEND – development of shared planning
- Safe Durham Partnership
- The Prince’s Trust – accreditation of core work;
- Colleges, training providers, VCS, Progression Team
- Office of the Police, Crime and Victims’ Commissioner – reducing reoffending and young victims of youth crime;
- RSPCA – Paws4Change programme;
- Durham Constabulary Armoury – Air Guns programme;
- Durham Constabulary – U Turn programme;
- Fire and Rescue Service – Firebreak programme;

- The Open Awards – accreditation of core work;
- Skill Mill – development and expansion of Skill Mill Durham;
- Numerous partners (Allotment Associations, Town Councils, Heritage Trust etc) as customers of Skill Mill
- Blue Cross – ‘Respectabull’ intervention programme;

National Recognition

National recognition of CDYOS’ work in 2018/19 was:

- Shortlisted for a Health Services Journal Award for our co-commissioned health model.
- Shortlisted for a Municipal Journal Award for our co-commissioned health model (outcome unknown at time of writing)

Risks to Future Delivery against Youth Justice Outcome Measures

Risks to future delivery against youth justice outcome measures

Risks have been identified (see table on pages 22-23) and a series of mitigating actions agreed.

In addition there are a number of other actions in place to mitigate risk, including:

- Sector Led Improvement;
- Peer Review;
- Role of CDYOS Youth Justice Consultants; ;
- CDYOS Quality Assurance Framework;
- Development work with colleagues in CYPS and across partnerships;
- Workforce Development.

Sector Led Improvement

Involvement in Sector Led Improvement enables CDYOS to keep up to speed with national developments, share good practice and learn from others. Three members from CDYOS are currently training to be Peer Reviewers as part of this process.

CDYOS is involved in effective practice sharing through commitment to the YJB North East YOS Executive Group and other practice development groups.

CDYOS Youth Justice Consultants

CDYOS employs 2fte Youth Justice Consultants who have a crucial role in driving forward service improvement and quality of front line practice. They have shared responsibility identifying issues and driving quality improvement; provide senior case management advice and guidance to staff; and play a vital role in quality assurance and improvement for both OoCD and post court. They have driven forward service improvements in a range of areas, e.g. Assessment & Planning; Child Sexual Exploitation (CSE); Speech Language and Communication Needs; interventions; the voice of the young person in the Youth Justice System, Risk & Vulnerability Management, SEND etc.

CDYOS Quality Assurance (QA) Framework

CDYOS has reviewed, developed and implemented an amended Quality Assurance Framework which covers all QA work undertaken by line managers in the service. One element of this is an audit programme identified by a Quality Improvement Group made up of YOS Manager, Team Managers & YJ Consultants. In 2018/19 we developed and implemented Improvement Plans based on self-assessments/audits in respect of HMIP Inspection Criteria, SEND, Risk

Management, Full Case Audit, SLCN, Intervention Planning.

Both the Management Development programme, for CDYOS managers, and the staff focus sessions will continue throughout 2018/19, as part of our QA framework.

Development work with other partners

During 2018/19, CDYOS contributed to developments with:

- Durham Constabulary in respect of Transfers under PACE and OoCDs
- Various Health Trusts in the development of the health team and pathways to services
- Children's Care in respect of Child Protection Procedures
- Children's Care for operating procedures

Workforce Development

An extensive programme of workforce development is in place, provided both through DCC training and also through access to all partner's training, to ensure all CDYOS staff and managers can maintain and develop their skills in a rapidly changing operating environment. An additional post has been created across EHIVC to support the coordination of workforce development. Finally, £2,800 was received through a Troubled Families programme grant, which will contribute to the costs of introducing a Trauma Recovery model within CDYOS.

Diversity

CDYOS is committed to meeting the needs of the young people, families and victims with whom we work. All staff have undertaken specialist diversity training for youth offending, SLCN training and, in addition, case managers have undertaken specialist diversity training for assessments. Diversity issues are a specific category on the checklist used by managers to countersign assessments and intervention plans. The population of County Durham includes a significant Gypsy/Roma/Traveller population (around three times the national average) and the service works closely with colleagues in other parts of CYPS and DCC to ensure that our practice reflects the needs of this population.

Risk	Action to Mitigate Risk
Future budget efficiencies/reductions in partner contributions	<ul style="list-style-type: none"> • On-going review of Service structure • Review all vacancies/requests for redundancy/retirement • Review and develop pathways to support young people during & after statutory supervision • Consider developing new ways of working • Maximise community resources • Maximise opportunities for partnership working with other agencies • SIP 2019/20 • Develop best plans for the medium term and review constantly • Quality Assurance processes/quality improvement plans and processes • Commit to continuous quality improvement regardless of budget situation • Robust mid-term financial planning within DCC and with partners.
Increases in remand bed nights places increased strain on CDYOS budget	<ul style="list-style-type: none"> • High quality budget monitoring and management • Timely, accurate and relevant information to managers • Review and develop role of key staff (Remand Court Officer) • Brief relevant partners on need for efficient, speedy processes • Constantly review and develop CDYOS practice in each remand case • Provide timely updates to CDYOS Management Board and other relevant partnerships
Re-offending rate (binary) increases due to continued reduction in full cohort numbers at a rate greater than reduction in numbers of young people re-offending	<ul style="list-style-type: none"> • Expansion of re-offending targeted cohort • Review and changes to enhanced programme for re-offending cohort • Amendments and improvement in QA processes • Managers forums • Staff forums • Emphasis on improving quality of core practice • SIP 2019/20 • Development of trauma recovery model (ACEs) for reoffending cohort

Summer Activities (Outward Bounds) staff member:

“All of the young people involved had a fab time and wanted to carry on and do them all again. The young people worked really well together developing team building and effective communication skills and also increasing their confidence. They all behaved really well and were a credit to the Service and to themselves”.

Prison Me No Way Groupwork session:

Parent – “Couldn’t make the session any better. Prison inmates were amazing and all the staff. Highly recommend.”

Young person – “I liked the part when we talked to prisoners.”

Skill Mill:

Young Person – “I like working with Skill Mill as it involves hands on work and is teaching me new skills. We work together as a team and Peter discusses things with us and lets us have input rather than just telling us what to do. It has given me a routine and a good wage which has helped me keep out of trouble. It will also help me in the future by giving me the skills and experience to apply for other jobs when my contract with Skill Mill comes to an end”

Young person – “I currently have an apprenticeship with Skill Mill working under Peter.

Firstly I would like to take this opportunity to say thank you for giving me a chance. I know that I have made mistakes in the past, but I can guarantee you that I have turned myself around.

I thoroughly enjoy the work we do and love the variation of the job. I am a hardworking, honest and conscientious person who gives 100% at all times to the job. I do believe that Peter considers me a hard worker too.”

Parenting Group

Parent – “A well-structured and organised 10-week programme with appropriate content delivered. A range of techniques were used to develop trust within the group and ensure a safe space. This maximised group interaction and supported us to develop knowledge and skills.”

Appendix 1

CDYOS Management Board – Approval of Strategic Plan

This plan was approved by CDYOS Management Board members on 17 June 2019.

I approve this plan on behalf of the Board and agree submission to the YJB.



Martyn Stenton

Chair of CDYOS Management Board

17 June 2019

I approve this plan and look forward to having political oversight of this important area of work.



Councillor Olwyn Gunn
Cabinet Portfolio Holder for Children & Young People

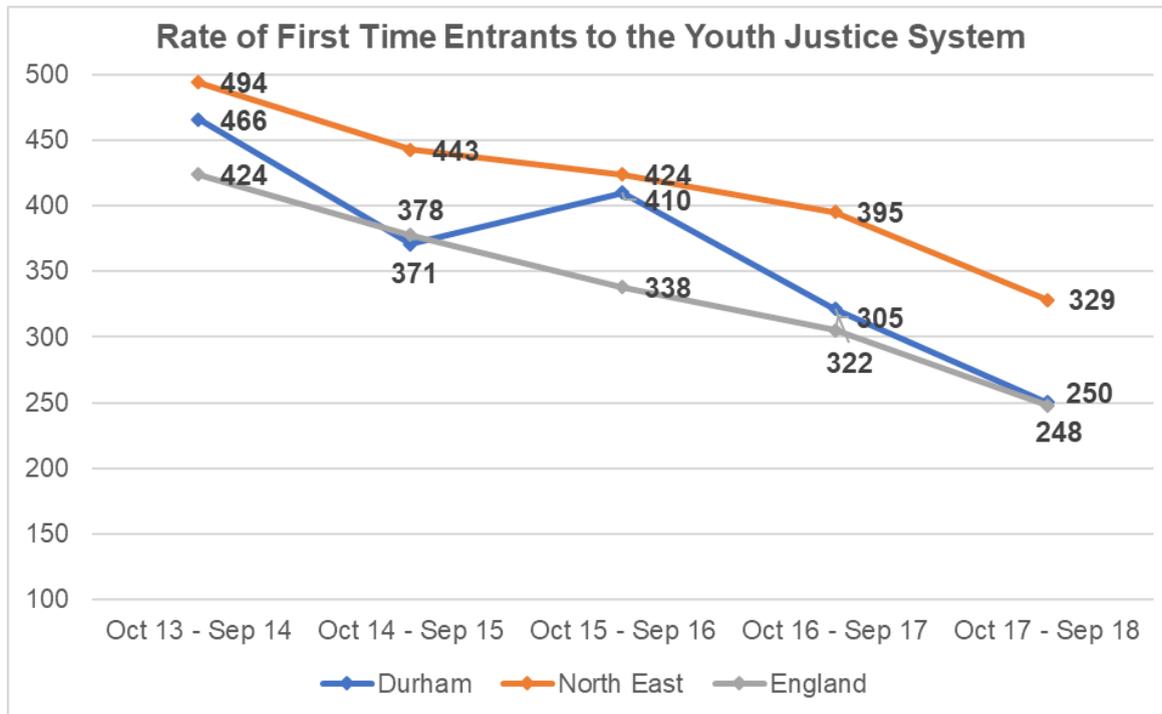
This plan was approved by DCC Full Council on: 17 July 2019

Appendix 2

Review of Performance against YJB Key Indicators

First Time Entrants

Between Oct 2013-Sept 2014 and Oct 2017-Sept 2018, we have achieved a **46.3% reduction** in first time entrants to the youth justice system, from a rate of 466 per 100,000 10-17 year olds to 250.



The latest available locally sourced data shows 118 young people entering the Youth Justice System between April 2018 and March 2019 at a rate of 273.

Reducing Re-offending

This measure, provided by the MoJ, provides a rate of reoffending of a cohort of young people who:

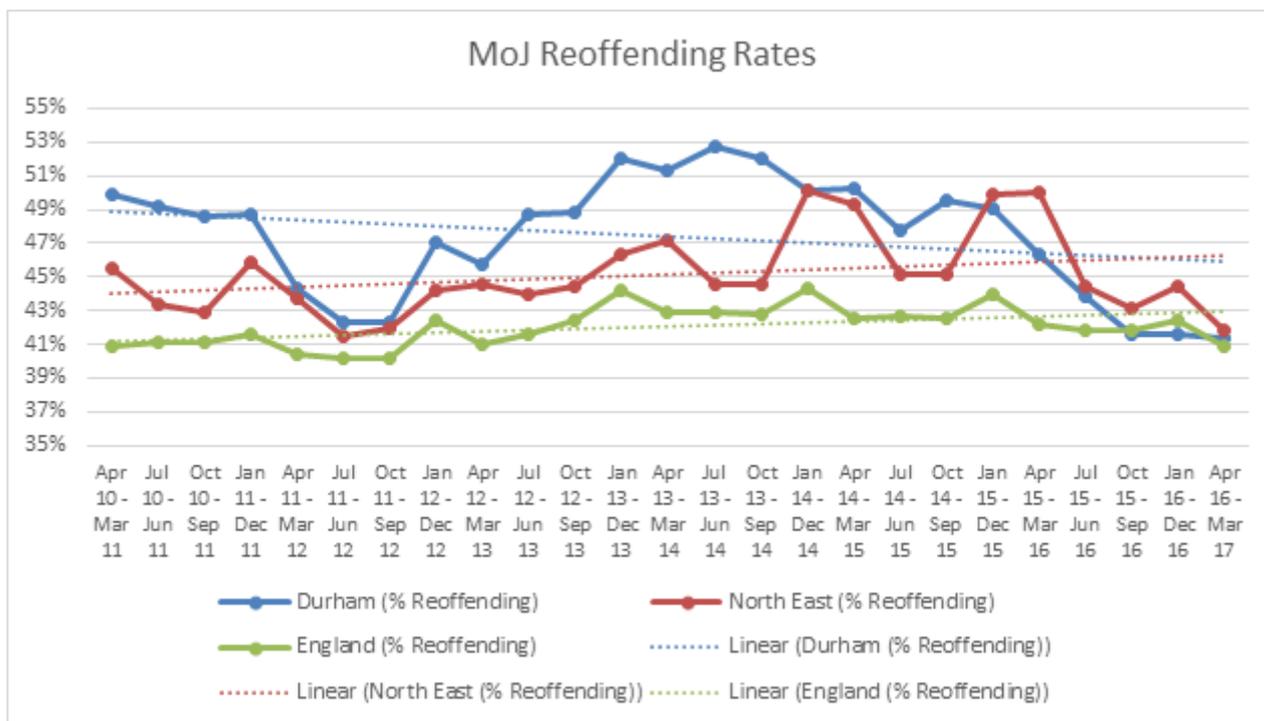
- Receive an out of court disposal (N.B. This does not include the Pre Caution Disposal)
- Receive a court conviction
- Were discharged from custody

The measure counts any offences committed in a 12 month follow up period, where those offences are proved by a court conviction or out of court disposal in that period or in a further 6 months. This gives a methodologically robust measure of re-offending.

All data is taken from the Police National Computer (PNC) and is summarised before distribution to youth offending services/teams.

Ministry of Justice (MoJ) data (April 2016 – March 2017 cohort) shows a re-offending rate of 41.4% which is a **10.8% reduction** compared to the previous year. This is higher than the National rate which is 40.9% but below the North East rate of 41.8%.

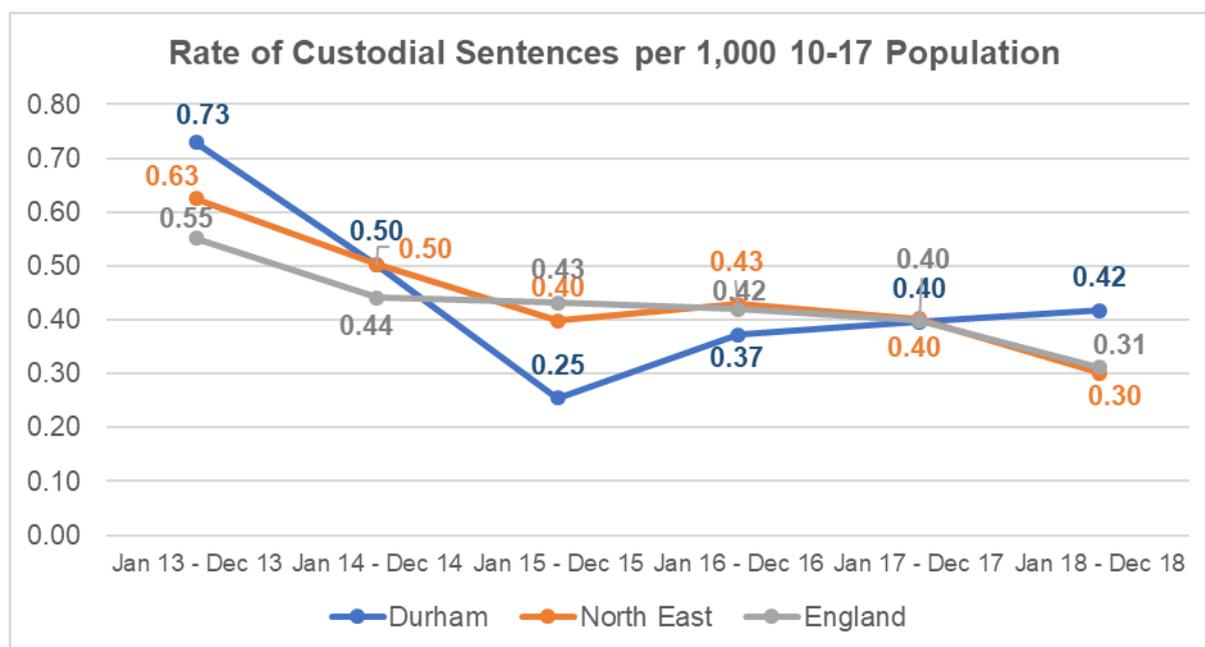
The rate of reoffending can fluctuate considerable due to the significant decreases, year to year, in the size of the cohort of young people. The graph below shows the fluctuating re-offending rates for County Durham since the April 11-March 12 cohort, but also shows that the trend is a reduction in reoffending rates.



Reducing the Use of Custody

Between 2013 and 2018 we have reduced the rate of custodial sentences from 0.73 to 0.42.

The CDYOS rate per 1,000 10-17 population of 0.42 is higher than both the England and North East average rates of 0.31 and 0.30 respectively. This, therefore, remains a challenge for the Service to reduce, where appropriate, the use of custodial sentences. Each time a young person receives a custodial sentence, the role of CDYOS is reviewed to ensure that we have undertaken all appropriate tasks to ensure that custody is used as a last resort.



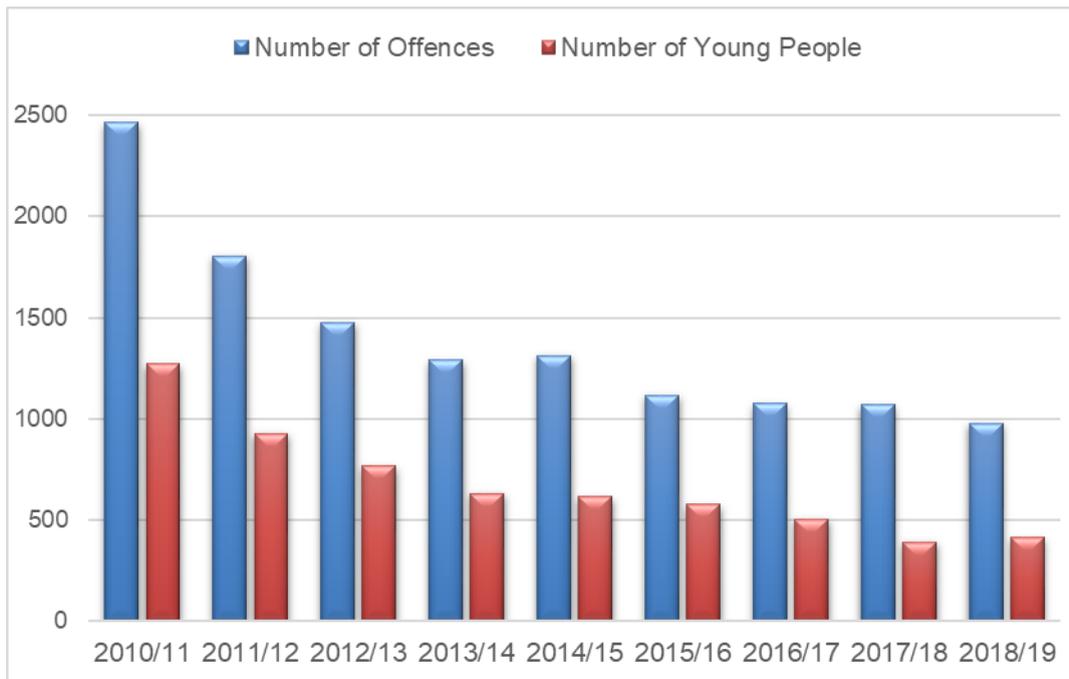
The most up to date locally sourced information (April 2018-March 2019) shows 15 custodial sentences which is the **same** as the previous year.

Remand bed nights (Remands to Youth Detention Accommodation) at **679 nights** saw a **62% increase** on the previous year. This is despite their being a reduction in both the number of young people being remanded to youth detention accommodation and the number of episodes when compared to 2017/18 – 14 to 11 young people and 22 to 13 episodes. The increase in bed nights is due to most remands being for a significantly longer time (more bed nights) than those in the previous year. We have reviewed each

case and in all cases the remand to youth detention was considered appropriate due, mostly, to the seriousness of the offences but also due to the history of the young people. We are in discussion with colleagues from HM Courts to review processes to ensure the time spent, by young people, remanded to youth detention is minimised as much as possible.

Number of Young People Offending and Offences Committed

We have achieved a **60.4% reduction** in the number of offences committed, from 2464 in 2010/11 to 977 in 2018/19; and a **67.4% reduction** in the number of young people offending, from 1270 in 2010/11 to 414 in 2018/19. This includes **all** offences committed by young people aged 10-17 years, resulting in a Pre Reprimand Disposal (PRD) 2008 - 2013 / Pre Caution Disposal (PCD) 2013 onwards, out of court disposal or a court conviction.



Appendix 3

County Durham Youth Offending Service Budget 2019/20

Agency	Date Confirmed	Staffing Costs	Payments in Kind	Other Delegated Funds	Total
Local Authority	10/2018			1,297,962	1,297,962
Police Service	10/2018	171,000		108,900	279,900
National Probation Service	03/2019	45,532		5,000	50,532
Health Provision (Co-commissioned)	01/2019	221,000		50,267	271,267
OPCVC	10/2018			151,100	151,100
YJB – Youth Justice (YOT) Grant	05/2019			606,275	606,275
Total		437,532		2,219,504	2,657,036

N.B.
The Youth Justice (YOT) Grant is used as part of partnership pooled budget to support delivery of our Service Improvement Plan (see Appendix 4) to support work to reduce re-offending, first time entrants and use of custody.

Appendix 4

Service Improvement Plan 2019/21 (To be reviewed in 2020)

Priority

1) Improving how we communicate with young people and the interventions we complete with them

- Extend the quality assurance process to include the delivery of interventions
- Ensure SLCN screening is routinely undertaken for all young people at assessment
- Develop interventions to ensure they can be adapted to meet individual needs of young people
- Increase the amount and quality of young person/parent/carer involvement in planning & delivery of interventions
- Develop our use of social media as a means of communicating with young people and parents/carers

2) Putting victims, especially young victims, and Restorative Justice at the heart of everything we do

- Improve the liaison/joint working between Victims Liaison Officers and Case Managers
- Develop and implement key indicators for this area of the service
- Research reasons and develop improvement plan to increase the take-up of CDYOS offer by victims, especially for victims of offences of violence.
- Further develop our work with young people who are both victims and offend.
- Embed our new Referral Order process to ensure greater use of restorative work.

3) Targeting our resources on those young people committing the most offences

- Further improve our understanding and assessment of risk of offending and risk of serious harm
- Refine our research into this cohort of young people and use the findings to shape future developments
- Implement an appropriately resourced model of trauma recovery/enhanced case management for this cohort
- Review resources available for work with this cohort of young people to avoid 'intervention fatigue'
- Target resources on those young people at significant risk of becoming a young person who offends persistently – identified through the research undertaken

4) Ensuring we have robust quality assurance and staff management processes in place and a skilled management team to manage these processes

- Continue to develop the quality assurance processes to ensure they are flexible enough to meet the changing requirements of the service and responsive to issues as they are identified
- Review and amend the management development process to reflect the changing role and make-up of the management team
- Ensure the proper links between the issues identified through the quality assurance process and the development of quality improvement plans
- Ensure relevant managers receive the same training/briefings as their staff
- Ensure, as far as possible, that processes remain stable and consistent over time.

5) Ensuring we listen and respond to what young people and their families are telling us

- Review, amend and develop the means through which we receive feedback from young people and parents/carers
- Improve the use of young people's self-assessment into the AssetPlus assessment process and their explicit involvement in intervention planning
- Develop means of collating feedback/communication so that we can evidence its impact of service developments
- Develop our understanding/use of the role of advocate for young people's views

6) Ensuring volunteering, by both adults and young people, is a key component of the work we undertake with young people and victims

- Continue to develop volunteering opportunities by young people who are part of the With Youth in Mind Group for young people who have been victims of crime
- Develop the links between young people who are volunteers with 'With Youth in Mind' and other volunteering opportunities with the service
- Expand further the volunteering opportunities for adults working with the service

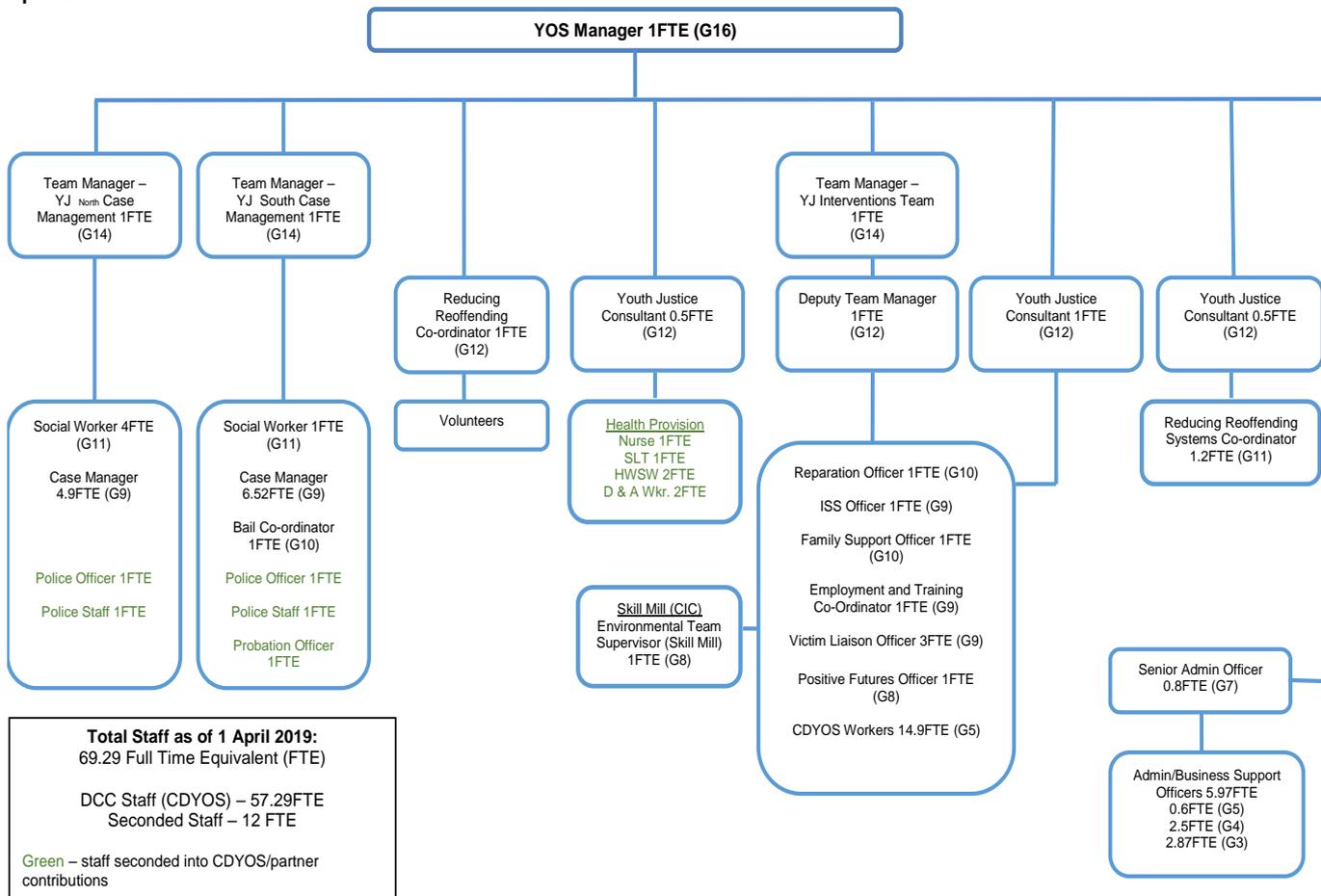
7) Ensuring that case management systems and administration support provides the highest quality support to staff and managers in the delivery of services to courts, communities, victims, families and young people.

- Develop processes for working with new structures for the provision of support and data services to ensure the continuation of high-quality information and support to the service
- Further refine the data/information provided both within the service and to external partnerships

Appendix 5

Service Structure 2019/20

County Durham Youth Offending Service Final Structure April 2019



Appendix 6

CDYOS Statutory Functions

Provision of:

- Case management of Court Orders (Community and Custody) in line with National Standards for Youth Justice
- Out of Court Disposals
- Specialist assessment based on criminogenic factors and desistance
- Interventions to reduce re-offending
- Court staffing (Youth, Crown, Remand Courts including Saturday and Bank Holiday working)
- Bail Supervision functions
- Appropriate Adult service for Police interviews (PACE)
- Pre Sentence Reports for Courts
- Community Volunteers (Referral Order Panels)
- Recruit, train, manage, supervise, and deploy volunteers to carry out statutory functions
- Referral Order Panel Reports
- 'Prevention' services to prevent youth crime
- Anti-Social Behaviour escalation supervision
- Service to victims of youth crime (both young people and adults)
- Delivery of court-ordered reparation to community and victims
- Delivery of Unpaid Work requirements (16/17 year olds)
- Transition services to NPS/CRC
- YJMIS data / management info to Youth Justice Board / Ministry of Justice regarding youth justice cases
- Parenting Orders imposed in the Youth Court (Criminal Matters)
- Case management of Sex Offenders (Assessment, Intervention and Moving On (AIM)) – young people under 18
- Remands to Youth Detention Accommodation (RYDA)
- Resettlement of young people after custody

Duty to:

- Comply with National Standards for Youth Justice
- Comply with arrangements for multi-agency public protection (MAPPA)
- Comply with relevant legislation
- Cooperate with MAPPA/DSCP/SDP (CSP)
- Provide and support a Management Board
- Produce and deliver an annual Youth Justice Plan
- Provide assistance to persons determining whether Youth Cautions or Youth Conditional Cautions should be given
- Cooperate with Children's Services to improve wellbeing of children and young people in County Durham

Additional Functions:

- Provision of Out of Court Disposals (service delivery)
- Provision of Think Family / Stronger Families
- Manage safeguarding and risk management inherent in all the above
- Team Around the Child (TAC) / Team Around the Family (TAF)
- Assessment, Planning Interventions, Supervision (APIS)
- Offending Behaviour Programmes (OBPs)

Appendix 7

Glossary

Acronym	Meaning
AIM	Assessment, Intervention and Moving on
APIS	Assessment, Planning, Intervention and Supervision
CAMHS	Child and Adolescent Mental Health Service
CCG(s)	Clinical Commissioning Group(s)
CDYOS	County Durham Youth Offending Service
CRC	Community Rehabilitation Company
CSP	Community Safety Partnership
CSPPI	Community Safeguarding and Public Protection Incidents
CYPS	Children & Young Peoples Service
DCC	Durham County Council
DTO	Detention and Training Order
EHIVC	Early Help, Inclusion & Vulnerable Children (part of CYPS)
ESF	European Social Fund
FTEs	First Time Entrants (to the Youth Justice System)
fte	Full Time Equivalent (staff)
HDFT	Harrogate and District NHS Foundation Trust
HMCTS	Her Majesty's Courts and Tribunals Service
HMIP	Her Majesty's Inspectorate of Probation
HNA	Health Needs Assessment
HR	Human Resources
liV	Investing in Volunteers
ISS	Intensive Supervision and Surveillance (alternative to custody)
LAC	Looked After Children
LCJB	Local Criminal Justice Board
LSCB	Local Safeguarding Children Board
MAPPA	Multi-Agency Public Protection Arrangements
MoJ	Ministry of Justice
NECS	North East Commissioning Support (Health)
NTHFT	North Tees and Hartlepool NHS Foundation Trust
NPS	National Probation Service
OBPs	Offending Behaviour Programmes
OPCVC	Office of the Police, Crime and Victims' Commissioner
OOCD	Out of Court Disposal
PACE	Police and Criminal Evidence Act
PCD	Pre Caution Disposal (April 2013 onwards)
PIO	Practice Improvement Officer
PNC	Police National Computer
PRD	Pre Reprimand Disposal (May 2008 – March 2013)
QA	Quality Assurance
RJ	Restorative Justice
RJC	Restorative Justice Council
RSQM	Restorative Service Quality Mark

Acronym	Meaning
RSPCA	Royal Society for the Prevention of Cruelty To Animals
RYDA	Remands to Youth Detention Accommodation
SEND	Special Educational Needs and Disability
SDP	Safe Durham Partnership (CSP)
SIP	Service Improvement Plan
SLCN	Speech, Language and Communication Needs
SPOC	Single Point of Contact
TAC	Team Around the Child
TAF	Team Around the Family
TEWV	Tees, Esk, and Wear Valleys NHS Foundation Trust (Mental Health)
VCAS	Victim Care Advice Service
VCS	Voluntary and Community Sector
VfM	Value for Money
VLO	Victim Liaison Officer
YOI	Youth Offender Institution
YJ	Youth Justice
YJB	Youth Justice Board
YJMIS	Youth Justice Management Information System
YOS	Youth Offending Service
YOT	Youth Offending Team

Appendix 8

Contact Details

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Martyn Stenton

Chair, Management Board
(martyn.stenton@durham.gov.uk)

County Durham Youth Offending Service

Durham County Council
Council Offices
Civic Centre
North Terrace
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DL15 9ES

Telephone: 03000 265 999



clearcutcommunication@durham.gov.uk

Please ask us if you would like this document summarised in another language or format.

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বাংলা Bengali	हिन्दी Hindi	Deutsch German
Français French	Türkçe Turkish	Melayu Malay

03000 265 999



County Durham
Youth Justice Plan
2019 / 2021

Youth Justice Plan 2019 - 2021

- Change of name from County Durham Youth Offending Service to:

COUNTY DURHAM YOUTH JUSTICE SERVICE

- CDYJS statutory partnership: Local Authority, Durham Constabulary, National Probation Service & Clinical Commissioning Groups
- Local Authority has a statutory duty to submit an annual Youth Justice Plan covering:
 - How YJ services will be provided and funded
 - How it will operate and what functions it will carry out
 - Summary of Performance (2018/2019)

Altogether better



Youth Justice Plan 2019 - 2021

Plan outlines how partnership will:

- Reduce first time entrants to the YJ system
- Reduce re-offending
- Reduce use of custody

Through the Service Improvement Plan:

- Communication; Restorative Justice
- Targeting resources; Quality assurance
- Listening; Volunteering
- Support services

Altogether better



Youth Justice Plan 2019 - 2021

Key achievements 2018/2019:

- **Performance:** First Time Entrant rate = 250;
Re-offending = 41.4%;
Use of custody rate = 0.42
- **Co-commissioned Health Provision**
- **Work with Victims**
- **Targeting Those Young People Committing the Most Offences**

Altogether better



Youth Justice Plan 2019 - 2021

- Submitted to the Youth Justice Board – 5 August 2019
- Plan Approved and Feedback:

‘Excellent Plan. Well structured. Several notable areas of effective practice and innovation. Positive emphasis on research’

Altogether better



**Safer and Stronger Communities
Overview and Scrutiny Committee**

5th November 2019

Modern Slavery Overview Report



Report of Lorraine O'Donnell, Director of Transformation and Partnerships and Jane Robinson, Corporate Director of Adults & Health Services

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 To provide the Safer and Stronger Communities, Overview and Scrutiny Committee with an overview of modern slavery and human trafficking (MSHT) along with the local partnership working to address the issue including the wider awareness raising activity taking place.

Executive summary

- 2 This report aims to outline a range of activity related to modern slavery which includes the linkage to the wider safeguarding partnerships and multi-agency working taking place.
- 3 The Modern Slavery Act 2015 ('the Act') introduced new measures to prevent and protect victims of modern slavery which include:
 - (a) two new civil orders to prevent modern slavery.
 - (b) creating the role of an Independent Anti-Slavery Commissioner and its associated functions.
 - (c) the requirement for certain commercial businesses to produce transparency statements.
 - (d) provision for the support and protection of modern slavery victims.
- 4 Modern Slavery covers a range of issues, and includes (not limited to) sexual exploitation, domestic servitude, forced labour and criminal

exploitation. Durham County Council has a role in raising awareness of these issues to support prevention and early intervention.

- 5 MSHT is often linked to organised crime and often includes horrendous crimes which unfortunately have increased in recent years both locally and nationally. Although it continues to be relatively low in County Durham, an increase is evident, which in part may be attributed to a widened alertness to the issues as a result of awareness and training activity that has taken place.
- 6 Durham County Council, Transformation and Partnerships and specifically the Local Safeguarding Adults Board (LSAB) seeks assurance of local arrangements including updates from Durham Constabulary.
- 7 MSHT can affect both children and adults and tackling these deplorable issues needs a joined-up partnership approach, close working relationships and cross connectivity between the LSAB and Durham Safeguarding Children Partnership (DSCP) is in place.
- 8 The Government has introduced several measures, including the role of local authorities. The LSAB has taken the lead for a variety of actions and measures over the last year to proactively help ensure the rates of MSHT remain low for the County.
- 9 The Council plays a key role in reducing and preventing instances of MSHT in County Durham which includes:
 - a duty to do all they can to reasonably prevent crime and disorder
 - to make referrals to the Home Office for suspected victims of modern slavery through the Government framework, the National Referral Mechanism and the duty to notify
 - to support victims of MSHT if identified in line with any related legislation and guidance such as the Care Act 2014, Working Together to Safeguard Children 2018, Homelessness legislation with social care, accommodation or financial support.
 - to ensure MSHT does not exist within any of the Council supply chains through robust and ethical procurement activities.
 - to publish a Modern Slavery Statement.

Recommendation(s)

- 10 The Safer and Stronger Communities Overview and Scrutiny Committee is recommended to:
 - (a) Note the content of the report.

Background

- 11 In December 2017, the Local Government Association (LGA) and Independent Anti-Slavery Commissioner published “Modern Slavery a Council Guide”. This guidance outlines the role councils play in tackling modern slavery, from identifying and reporting instances and support for victims to procurement and supply of services. A further Councillor guidance note was issued in September 2019 (links to both these documents attached at background papers).
- 12 The Care and Support Statutory Guidance, which accompanies the Care Act 2014 includes modern slavery as a category of abuse. This means a proportion of adults with care and support needs may also fall within the scope of local safeguarding arrangements. With that in mind, the governance of modern slavery sits with the Local Safeguarding Adults Board.

National Context

Modern Slavery Act 2015 – Key Information

- 13 Introduced under s52 of ‘the Act’ applies to certain agencies such as police forces and local authorities. All victims should be reported under the duty to notify to the home office.
- 14 The National Referral Mechanism (NRM) is the government’s framework for identifying victims of trafficking and modern slavery following receipt of notifications. Nationally, local authorities have utilised this mechanism for dealing with young people exploited by county lines drug dealing networks, as well as children trafficked into the UK.
- 15 An independent review of ‘the Act’ highlighted gaps in provision nationally for victims immediately extracted from situations of MSHT, during 2019 the Home Office has been undertaking a national tender exercise which will address:
 - Places of Safety – for provision of a 3-day period of support and advice to assist those recovered by law enforcement and to support victims to determine whether they want to engage in NRM.
 - Support Services for Recovery and Reflection - providing accommodation or outreach support depending on the needs of victims.
 - 24 Hour referral services - to refer victims into the NRM for provision of a recovery and reflection period.
 - Transport - of vulnerable victims and their dependents.
 - Translation - to ensure that victims have the information they need in a language they understand.

- Subsistence - a means of providing financial support to victims.
 - Post National Referral Mechanism support services - for confirmed victims with leave to remain in the UK for up to 6 months after leaving support to aid transition back in to society.
- 16 In October 2018 the HM Government UK Annual Report on Modern Slavery informed that in 2017, there were 5,143 potential victims referred to the National Referral Mechanism (a 35% increase from 2016), of whom 41% (2,121) were children.
 - 17 The same report showed a significant increase on the number of modern slavery crimes recorded by the police. In the year to March 2018, police in England and Wales recorded 3,337 modern slavery offences, a 49% increase on the previous year.
 - 18 The National Audit Office report Tackling Serious and Organised Crime (June 2019) tells us that there were 6,993 potential modern slavery and human trafficking victims in 2018, a 36% increase on 2017 (above).
 - 19 The first successful prosecution of gang leaders, for the trafficking of Vietnamese women took place in 2018, and since there have been further prosecution cases that have been well reported in the national media.

Local Context

- 20 The National Crime Agency published statistics show 23 referrals were made to the NRM for Durham in 2018-2019 (10 adults and 13 children) and is illustrative that modern slavery exists at a local level.
- 21 This section offers an illustrative example of some of the work that has taken place in support of raising awareness of the MSHT agenda locally and in meeting requirements of 'the Act'.
- 22 Durham County Council as best practice published its Modern Slavery Statement on the Transparency and Accountability pages of the DCC website. A later inclusion within 'the Act' outlining a duty placed upon Councils to publish such statements.
- 23 Durham County Council approved and launched its Modern Slavery Charter in October 2018 with a focus upon Prevention, Protection and Partnership working (Appendix 2). This Charter supports the approach of the local police particularly in relation to the prevention of MSHT and protection of victims.
- 24 An action plan to monitor progress against the Charter is in place.

- 25 Recently, as part of the review of the LSAB performance framework modern slavery is included to assist with building a local picture of the size and prevalence of modern slavery.
- 26 The DSCP has strong links through its Criminal and Exploitation Group to monitor local issues relating to County Lines and Criminal Exploitation of Children.
- 27 Durham County Council Adults and Health Service are currently exploring the pathways for support for adult victims of MSHT with links to the LSAB for those who are most vulnerable. The LSAB receives regular updates of the number of adults affected in County Durham.
- 28 Local Awareness Raising, Training and Impact.
- 29 Since 2016, Durham County Council (DCC) have worked closely with other local authorities and police forces in the regional to address modern slavery and human trafficking.
- 30 Potential victims being supported through key Council services, which may include:
- Housing Solutions
 - Adults and Health Service
 - Children and Young People Service
 - Civil Contingencies (in large scale emergency situations)
- 31 In addition to the above, voluntary sector organisations such as the British Red Cross and Hope for Justice support victims across the region.
- 32 In 2017, the LSAB agreed a Task & Finish Group should explore sexual exploitation and trafficking, review data and develop pathways to support practitioners to make appropriate reports.
- 33 This group worked in collaboration with partners and Darlington Safeguarding Adults Partnership Board to develop an 'At a Glance' toolkit with a focus upon recognising and responding to sexual exploitation and MSHT. It supports front line staff with guidance for appropriate signposting and/or onward reporting for victims.
- 34 The Police, Crime and Victims' Commissioner has supported raising awareness of sexual exploitation with dedicated training sessions delivered by Changing Lives with 117 staff across Durham and Darlington accessing the sessions which were supported by the LSAB.
- 35 In May 2017, partners had the opportunity to access a regional event with a focus upon the regional progress made in relation to MSHT.

- 36 In November 2017 the LSAB shared a key update with partners, namely “The Care of unaccompanied migrant children and child victims of modern slavery” - statutory guidance issued for local authorities by the Department for Education.
- 37 A notable success following the publication of the DCC Modern Slavery Charter relates to Corporate Procurement and their commitment to build upon previous work and s54 of ‘the Act’ for transparency in supply chains. Corporate Procurement staff recently completed the Chartered Institute of Procurement and Supply (CIPS) training for Ethical Procurement & Supply and in turn can now utilise the Corporate Ethics kitemark.
- 38 The LSAB and Durham Safeguarding Children Partnership (DSCP) held a joint safeguarding week in November 2018. This event included a focus upon prevention and early intervention with Modern Slavery.
- 39 A range of social media activity took place throughout Safeguarding Week with a message of #Tell Someone. It was supported and shared by partners across the safeguarding partnerships. At the close of the week a wide range of agencies, providers and stakeholders took the opportunity to access a range of briefings which included modern slavery. A total of 146 delegates attended the briefings with survey findings showing 95% of respondents felt they received relevant and useful information.
- 40 The LSAB and Durham Constabulary worked collaboratively to develop and deliver Modern Slavery briefings to over 500 staff during 2018, with briefings being made available to all partners and wider stakeholders by contacting the LSAB Business Unit (sabbusinessunit@durham.gov.uk).
- 41 The LSAB continues to share key messages about modern slavery via its e-bulletins. These bulletins aim to increase awareness of modern slavery and wider related issues, key messages in 2018-2019 included:
- (i) Social Media Campaign (DCC) Anti-Slavery Day
 - (ii) Launch of the national Safe Carwash mobile app
 - (iii) Sharing of the Home Office Consultation for wider partner input
 - (iv) Increasing awareness of County Lines Guidance across all partners
 - (v) The Independent Review of ‘the Act’ progress
 - (vi) The national annual report of modern slavery
- 42 In May 2019, it was agreed that the local working arrangements for missing and exploited children should include criminal exploitation and county lines.

Next Steps

- 43 Locally, a commitment continues to exist in respect of joined up approaches and work has taken place under the partnerships remit alongside key partners. This includes working with Durham County Council Adults & Health Service (DCCAHS), DCC Housing Solutions, Durham Constabulary and the LSAB and DSCP.
- 44 Durham Constabulary continue to work closely with DCC Housing Solutions addressing the immediate support for victims of modern slavery in our area. The anticipated provision and immediate support provision expected in 2020 will help to address this issue at a local level.
- 45 Following the NRM reforms and independent review of the 'Act' any subsequent updates and guidance will be regularly cascaded under the partnerships umbrella.
- 46 In the context of safeguarding and closer working, the LSAB and DSCP continue to consider joined up approaches where appropriate and agreed a joint Safeguarding Week in November 2019 which will place focus upon MSHT, County Lines and Criminal Exploitation.
- 47 To raise awareness across wider communities, modern slavery information will be posted to DCC Customer Access Points across County Durham.

Conclusion

- 48 Durham County Council continues to work collaboratively with statutory partners and wider stakeholders in raising awareness of modern slavery, human trafficking and related issues such as county lines and criminal exploitation.
- 49 The Council continues to focus achieving its commitment to the Modern Slavery Charter and supporting the prevention of modern slavery and protection of potential victims.

Background papers

[Criminal exploitation of children and vulnerable adults: county lines, Home Office \(2018\).](#)

[Tackling Modern Slavery: A Council Guide, Local Government Association \(2017\).](#)

[Councillor Guide to Tackling Modern Slavery, Local Government Association \(updated September 2019\).](#)

Other useful documents

- Previous Cabinet reports / None

Contact: Gordon Elliott

Tel: 03000 263605

Appendix 1: Implications

Legal Implications

It is expected that any legislative requirements for the protection of children or adults be met in line with 'the Act', Working Together to Safeguard Children 2018 and the Care Act 2014 and any wider related legislation. There is no legal requirement for the Council to adopt a Modern Slavery Charter it represents good practice and helps to demonstrate the Council's commitment to meeting its obligations under the statutory guidance and Modern Slavery, a Council Guide. The Council also has a Modern Slavery Statement in place in line with Section 52 of 'the Act'.

Finance

If decommissioning takes place of any contracts due to slavery or trafficking issues identified, the Council may incur costs from any future commissioning activity.

Consultation

None

Equality and Diversity / Public Sector Equality Duty

Those subject to slavery and human trafficking are often from diverse communities. The Council aims to raise awareness, to help to identify victims of trafficking or slavery across all protected characteristics and particularly age, disability and race.

Climate Change

None

Human Rights

Legislation and related policy for the protection of any victims identified is used to inform single agency and any multi-agency working. It includes for example, the Modern Slavery Act 2015, EU Directive Preventing and combating trafficking in human beings and protecting its Victims, Council of Europe Convention on Action against Trafficking in Human Beings, EU Charter of Fundamental Rights and the European Convention on Human Rights 2010.

Crime and Disorder

Adult safeguarding and safeguarding children agendas link with Modern Slavery/Trafficking. Partners of the police such as the Council and the local safeguarding boards continue to review related policies and procedures.

Staffing

None

Accommodation

None

Risk

None

Procurement

Corporate Procurement ensure the Council is meeting its requirements and has systems in place to identify any potential issues with procured services.

Appendix 2: DCC Modern Slavery Charter



Our Charter Commitment against Modern Slavery

Durham County Council as a public sector organisation recognises that Modern Slavery is a crime, and as such, we collectively take a stand against Modern Slavery and its occurrence in Durham. We have agreed 3 key aims for our Charter:

1. Prevention

- Improve public awareness of modern slavery and provide advice and support to people on how to protect themselves from modern slavery.
- Provide a range of awareness raising to all DCC employees in understanding the nature of modern slavery and recognising the signs.
- Ensure Corporate Procurement staff will continue to work towards the ethical procurement and supply, to prevent the existence of modern slavery in any of our supply chains.

2. Protection

- Promote safeguarding policies for children and adults to all employees and the wider workforce to help to protect those most vulnerable.
- Provide consistent messages to all DCC employees on how to respond to modern slavery and ensure they comply with our employee code of conduct for equality and diversity.
- Support all employees and our contractors to adopt and understand whistle blowing to help to identify victims and protect them at the earliest opportunity.
- Promote that concerns or knowledge of modern slavery should be reported to the Police on 101.

3. Partnership

- Promote consistent messages to DCC employees, the public and partners, including all Area Action Partnerships across County Durham.
- Support inter-agency working across all partners in the prevention of Modern Slavery and reporting requirements of the National Referral Mechanism.
- Measure the effectiveness of our activities to inform wider partnerships.



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**Safer and Stronger Communities
Overview and Scrutiny Committee**

5 November 2019



**County Durham and Darlington Hate
Crime Action Group: update**

**Report of Lorraine O'Donnell, Director of Transformation and
Partnerships**

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 To provide the Safer and Stronger Communities Overview and Scrutiny Committee with background information to introduce a report (Appendix 2) on activity of the County Durham and Darlington Hate Crime Action Group being presented to the Committee's meeting.

Executive summary

- 2 The report aims to provide the Committee with an update and invites comment from Members on activity undertaken by the County Durham and Darlington Hate Crime Action Group.

Recommendation

- 3 The Committee are recommended to note and comment on the contents of the report attached in Appendix 2.

Background

- 4 At its meeting in June 2019, the Committee agreed its work programme that included a report on the County Durham and Darlington Hate Crime Action Group. Information within the report in appendix 2 will build upon the report on activity of the Hate Crime Action Group that was presented to the Committee's meeting in September 2018.
- 5 The report attached in Appendix 2 provides members with activity in relation to the aim of the group, the number of hate-incidents and hate-crimes and a progress update on delivering of objectives within the Joint Hate Crime Action Plan. Jon Carling, Acting Chief Executive, Office of the Police, Crime and Victims' Office and Chair of the County Durham and Darlington Hate Crime Action Group will be in attendance to

present the report in Appendix 2 and respond to questions from the Committee.

Main implications

Equality and Diversity / Public Sector Equality Duty

- 6 The focus of the report is to provide an update on activity in relation to raising awareness and tackling hate crime within the County.

Crime and Disorder

- 7 The report contains details to the number of hate crimes within the Durham Constabulary force area.

Conclusion

- 8 The attached report provides an opportunity for Members to consider and comment on activity of the County Durham and Darlington Hate Crime Action Group.

Background papers

- None

Other useful documents

- County Durham and Darlington Hate Crime Action Group: update, Safer and Stronger Communities OSC, September 2018

Contact: Jonathan Slee

Tel: 03000 268142

Appendix 1: Implications

Legal Implications

None.

Finance

None.

Consultation

None.

Equality and Diversity / Public Sector Equality Duty

A key focus of the report is to provide an update on activity in relation to raising awareness and tackling hate crime within County Durham.

Human Rights

None

Climate Change

None

Crime and Disorder

The report contains details to the number of hate crimes within the Durham Constabulary force area.

Staffing

None.

Accommodation

None.

Risk

None.

Procurement

None.

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Safer and Stronger Communities
Overview and Scrutiny Committee

5 November 2019

County Durham and Darlington
Hate Crime Action Group: update



Report of: Jon Carling, Head of Policy and Communications, Office of the Durham Police, Crime and Victims' Commissioner

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 To provide members of the Overview and Scrutiny Committee with an update on the work of the Hate Crime Action Group (HCAG) for County Durham and Darlington.

Executive summary

- 2 The number of reported hate incidents is increasing, and the Hate Crime Action Group is monitoring and addressing this. An increase in reporting is to be welcomed, cautiously.

Recommendations

- 3 Members of the Committee are recommended to note and comment on the contents of the report.

Background

- 4 The Joint Hate Crime Action group was formed as a delivery group in November 2013 following the suggestion of the Police & Crime Commissioner. The purpose of the group was to deliver one coordinated action plan between statutory and voluntary partners.

The group meets every quarter and is chaired from the Office of the Police, Crime and Victims' Commissioner. The Group's Terms of Reference are attached at Appendix A.

- 5 In practice the group has two broad functions:

- To hold service-providing organisations to account
- To oversee the delivery of initiatives to address hate crime

Aims

6 Ron Hogg's Police, Crime and Victim's Plan contains several priorities which are relevant to the work of this Group, including:

- Tackle and Reduce Hate Crime
- Ensure that victims are supported at all stages of the criminal justice system
- Safeguard vulnerable people

The Joint Hate Crime Action Group (JHCAG) distilled four objectives which support the priorities in Ron's Plan:

- Understand and reduce the true level of hate crimes and incidents
- Increase reporting of hate incidents
- Provide effective support for victims
- Ensure effective prosecutions

Numbers of hate-incidents and hate-crimes

Hate crimes and hate incidents						
	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Incidents	409	436	375	452	514	520
Crimes	369	340	471	456	647	854

7 Recorded hate crimes have nearly doubled in Durham and Darlington since 2016. The reasons behind this are not entirely clear, but are likely to be a combination of increased reporting, an increase in the actual number of incidents, and changes to incident classifications which mean that harassment incidents are now classed as crimes.

Joint Hate Crime Action Plan

The current Hate Crime Action Plan was launched in October 2018, following a Hate Crime Conference in July 2018. The conference was attended by 120 people from a very wide range of organisations in the public and voluntary sectors. One of the key elements of the conference was a series of twenty workshops at which delegates tried to identify some workstreams to help achieve the JHCAG's objectives.

The Plan contains this vision:

County Durham and Darlington are areas where all communities are safe, victims and vulnerable people feel supported, crime and reoffending are low, and people have confidence in policing and the criminal justice system.

...and the following priorities, with a progress update against each:

- I. Develop a multi-agency communications strategy, demonstrating a cross-organisation and cross-sector approach, including a message that there should be zero-tolerance of hate crime. The strategy will:
 - Be developed by an external party, covering:
 - Aim at a variety of audiences:
 - Victims
 - Offenders
 - Partner organisations
 - General public
 - Young people
 - Clarify what is meant by 'hate'
 - Feature good news stories
 - Include a Durham&Darlington brand / logo
 - Cover all protected characteristics

Lead organisation: Office of Police, Crime and Victims Commissioner

Progress update: 'Hate Hurts' campaign launched in March 2019, with significant regional publicity. The brand has been adopted by Durham Constabulary for all hate-crime related publicity, and window stickers and leaflets have been adopted and distributed by many partner organisations. 'Hate Hurts' is now a brand to be used across the partnership.

- II. A review of reporting mechanisms and pathways
 - Identify how hate crime be reported at present – and to who (local and national sources)
 - Identify any gaps, and how they might be filled
 - Identify what staff do when they receive a report of hate crime

Lead organisation: Durham Constabulary

Progress update: Review has been undertaken, revealing reporting mechanisms in a variety of public sector organisations. The key gap seems to be in on-line reporting, which relies on the (national) TrueVision website (www.report-it.org.uk) which is out-of-date and under-publicised.

- III. Review how organisations share intelligence
 - Map the sharing of intelligence between organisations
 - Identify gaps

- Identify good practice
- Make recommendations

Lead organisation: Durham Constabulary

Progress update: protocols are in place between the Constabulary and partner organisations. Review will progress once national guidance on information-sharing protocols is released, later this year.

- IV. Review the use of evidence to ensure prosecutions
- Map the use of evidence at present
 - Consider how it is used at different stages of the victim and perpetrator journeys
 - Identify how and when advocacy other victim support services are used
 - Consider how these contribute to outcomes and make recommendations

Lead organisations: Crown Prosecution Service and Darlington Borough Council

Progress update: Initial report produced, indicated nationally-held concerns about quality of files transferred from police to CPS. Discussions continue about the extent to which this issue applies in Durham.

- V. Map support for victims and identify gaps
- ODPCVC to carry out review and report back to JHCAG, with recommendations

Progress update: Mapping exercise underway. There is clearly a significant level of support across Durham and Darlington, but not comprehensive or consistent across all areas. Some key gaps are emerging.

Future meetings

9 Over the next year, the JHCAG will:

- Monitor progress against the five workstreams in the Action Plan
- Hold the Police to account for putting measures in place to tackle and reduce hate crime
- Hold the two Councils to account for delivery of measures to tackle and reduce hate crime

- Review use and impact of Tension Monitoring Toolkit which Durham County Council has produced, including by other service providers
- Develop performance monitoring framework for the Joint Hate Crime Action Group
- Possible consultee for introduction of hate crime cases into Checkpoint
- Contribute to Law Commission review of hate crime legislation, from January 2020
- Report to the Safe Durham Partnership and the Darlington Community Safety Partnership.

Conclusion

- 10 The number of reported hate incidents is increasing, and the Hate Crime Action Group is monitoring and addressing this. An increase in reporting is to be welcomed, cautiously.

Contact: Jon Carling

Tel: 0191 375 2001

Appendix 1: Implications

Legal Implications

None

Finance

None

Consultation

N/A

Equality and Diversity / Public Sector Equality Duty

The Hate Crime Action Group includes members representing the interests of a variety of diverse groups

Human Rights

N/A

Crime and Disorder

The report highlights an increase in reported hate incidents

Staffing

N/A

Accommodation

N/A

Risk

N/A

Procurement

N/A

Appendix 2: Terms of Reference: County Durham and Darlington Joint Hate Crime Action Group

The Hate Crime Action Group (HCAG) exists to take forward initiatives to address the PCVC's objective, in his Police Crime and Victims' Plan, to:

Tackle and reduce hate crime

- 1 In so doing it will:
 - Monitor trends in statistics related to hate crime, and incidents
 - Aim to identify trends as they emerge
 - Consider evidence from member organisations and a wide range of stakeholders including communities affected by hate crime, about the impact of hate crime and how best to address it
 - Work together, as a group of partner organisations, to develop and implement plans and strategies to deal with those trends, drawing on good practice locally, nationally and internationally
 - Comment on the success of initiatives designed to reduce hate crime, or the impact of hate crime

- 2 Membership of the Group will include representatives from:
 - Durham Constabulary
 - Durham County Council
 - Darlington Borough Council
 - Crown Prosecution Service
 - Victim Care and Advice Service (VCAS)
 - Office of the Durham Police, Crime and Victims' Commissioner
 - Local Criminal Justice Board support team

The group will also include a diverse range of members of the community, who can represent the interests of people who are affected by the different strands of hate crime.

- 3 The Group will review and decide who its chair should be once a year, during the Spring. There will be no limit to the number of years that someone can chair the Group.

- 4 The Group will be supported by the Strategic Demand and Reduction Command within Durham Constabulary.

- 5 The Group will meet four times a year, with communication taking place by e-mail between meetings.

- 6 The Group will also set up Project Groups as necessary. These will have a remit, if necessary, to identify funding sources for projects.
- 7 The Group will send reports to the Safe Durham Partnership and the Darlington Community Safety Partnership. It will also receive reports from the Independent Advisory Group, covering: LGBTQ+, BME and Disability

**Safer and Stronger Communities
Overview and Scrutiny Committee**

5 November 2019

Police and Crime Panel



Report of Lorraine O'Donnell, Director of Transformation and Partnerships

Electoral division(s) affected:

Countywide

Purpose of the Report

- 1 To provide Members of the Safer and Stronger Communities Overview and Scrutiny Committee with progress of the Police and Crime Panel (PCP) for the Durham Constabulary Force area.

Executive summary

- 2 The report provides Members of the Committee with an update of agenda items presented to the Panel's meetings that were held on 20 September and 17 October 2019.

Recommendation

- 3 Members of the Committee are asked to note information contained within this report and comment accordingly.

Background

- 4 At its meetings held on 20 September and 17 October 2019, the Panel's agendas included the following items:
 - (a) Proposed appointment of an Acting Police, Crime and Victims' Commissioner
 - (b) Proposed appointment of Acting Chief Executive for the Office of the Police, Crime and Victims' Commissioner
 - (c) Police, Crime and Victims' Commissioner's Annual Report
 - (d) Quarterly Performance Report
 - (e) Commissioning Update and PCVC Decision records

- (f) Work Programme and panel activity 2019/20

Proposed appointment of an Acting Police, Crime and Victims' Commissioner

- 5 At its special meeting on 20 September 2019, the Police and Crime Panel considered a request from the Police, Crime and Victims' Commissioner (PCVC), Ron Hogg, to appoint an acting commissioner. Legislation within the Police Reform and Social Responsibility Act 2011 requires an acting commissioner to be appointed from within the PCVC's staff. Within this context, the panel appointed Steve White, Chief Executive, Office of the PCVC as acting PCVC.
- 6 Section 62 (4) of the Act provides authority of all the functions of a police and crime commissioner are exercisable by an Acting commissioner, apart from issuing or varying a police and crime plan under section 5 of the Act.

Proposed appointment of Acting Chief Executive for the Office of the Police, Crime and Victims' Commissioner

- 7 Following the appointment of Steve White to Acting PCVC, the Police Reform and Social Responsibility Act 2011 states that the Police and Crime Commissioner must appoint a person to act as Chief Executive, if and for as long as "that post is vacant". Within this context, the Acting Police, Crime and Victims Commissioner proposed that Jon Carling, Head of Policy and Communications be appointed as Acting Chief Executive on an interim basis.
- 8 In accordance with the Act, a Panel confirmation hearing was held on 17 October 2019 and unanimously recommended approval for the proposal by the Acting PCVC, Steve White.

Police, Crime and Victims' Commissioner's Annual Report

- 9 In accordance with the Police Reform and Social Responsibility Act 2011, the Panel considered and responded to the PCVC's Annual Report. The report was presented by the Acting PCVC, Steve White.
- 10 Within its response, the Panel acknowledged the revised format of the report to be concise and provided focus on priority areas, highlighted achievements linked to the PCVC plan and aimed to increase engagement with the Office of the PCVC. The response also highlighted achievements from outcomes of HMICFRS PEEL inspections.

- 11 In addition, the panel commented on campaign activity undertaken by the PCVC, with specific reference to funding and requested that progress updates be included within the Panel's work programme.

Quarterly Performance Report

- 12 The Panel considered a report on quarterly performance from the Acting PCVC. The report provided Members with performance information on key performance questions in relation to the safety of our communities, crime levels, and support for victims and the vulnerable.

Commissioning Update and PCVC Decision records

- 13 The panel received reports providing a summary of the Commissioning Board meeting held in July 2019 and a detailed analysis of funding allocations for 2019/20 by the three strategic budget headings of Reducing Reoffending, Victims' Services and Community Safety and Prevention.
- 14 In addition, the panel considered a report detailing the PCVC's decision records that have been undertaken since the panel's previous meeting and a forward plan of decisions. A copy of the decision record is available from the Office of the PCVC's website.

Work Programme and panel activity 2019/20

- 15 The panel considered a report to provide an update on panel activity for 2019/20. The report provided details of future panel meetings, arrangements for a proposed development session and financial support received from a Home Office grant.

Main implications

Crime and Disorder

- 16 Information with this report aims to contribute to objectives within the existing Council Plan and Safe Durham Partnership plan to reducing crime and disorder.

Conclusion

- 17 The attached provides the Committee with a summary of items considered at the Panel's meeting on 20 September and 17 October 2019.
- 18 Background papers
- None

Other useful documents

Contact: Jonathan Slee

Tel: 03000 268142

Appendix 1: Implications

Legal Implications

None.

Finance

None.

Consultation

None.

Equality and Diversity / Public Sector Equality Duty

None.

Human Rights

None.

Climate Change

None

Crime and Disorder

Information with this report aims to contribute to objectives within the existing Council Plan and Safe Durham Partnership plan to reducing crime and disorder.

Staffing

None.

Accommodation

None.

Risk

None.

Procurement

None.

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