SSYPG Board Member Induction Pack

Sutton Youth
Offending Team
1. Youth Offending Teams- Who are they and what do they do?

Youth Offending Teams (YOT) are multi-disciplinary teams set up under the Crime and Disorder Act 1998. The YOT comprises staff from Social Services, Police, Probation, Education, and Health. The team is a law enforcement agency and part of the criminal justice system. It also works with young people at early stages of offending, or who may be at risk of crime or anti social behaviour.

The YOT is governed by the Youth Justice Board (YJB) for England and Wales which sits within the Ministry of Justice. The 3 key targets set for the YOT by the YJB are:

1. Reduce offending
2. Reduce first time entrants into the criminal justice system
3. Reduce the use of custody

The YOT ultimately seeks to prevent young people from offending and divert those who are on the verge of offending away from the formal criminal justice system, while safeguarding their welfare. This is to be achieved by having due regard for victims of crimes and enabling young people to take responsibility for their behaviour by raising victim awareness and using restorative justice processes.

The YOT aims to achieve its targets and keep the public safe by jointly working with its partners and with parents and carers. The YOT’s main partners are:

- Social Services
- Police
- Health
- Probation Service

The YOT works with young people who offend between the ages of 10 to 17 years.

2. Sutton YOT Composition

Sutton YOT staff team currently consists of the following:

- Social workers
- Seconded Police officer
- Seconded Probation officer
- Clinical psychologist (CAMHS)
- Speech and language therapist
- School Nurse
- Prevention worker
- Education worker
- Victim Worker and Reparation Coordinator
- Restorative Justice Coordinator
- Volunteers
• Administrators
• Managers

See Appendix 4 for the Sutton YOT Organisational Chart.

3. Role and duties of Staff Team

Statutory Social Workers- are the primary case workers who co-ordinate and deliver the offence-focused interventions with young people subject to statutory court orders. Various approaches are used when working with young people and their families including: Systems Theory, Brief Therapy, Solution Focused Therapy and CBT to secure effective engagement. Thorough risk assessments are undertaken by case managers on all young people the YOT work with.

Probation Officer- is a part-time case manager seconded from the National Probation Service who focuses on coordinating and delivering interventions for young people who will be transitioning to adult services (i.e. Probation or CRC).

Prevention Worker & Prevention Social Worker – offer a case management service for young people at risk of entering the formal criminal justice system, otherwise known as Youthink. They intervene early and creatively with young people through a combination of 1:1 and group work interventions. They oversee the weekly Triage Clinic and will also offer intervention to young people in receipt of out of court disposals or coming to Police attention through involvement in anti-social behaviour.

Specialist workers are secondary workers and deliver an aspect of the young person’s package of intervention:

Police Officer – acts as the conduit of information and referrals between the YOT and Police. They work closely with the team to identify and manage risk.

Clinical Psychologist - works with young people to address mental health issues. Difficulties like family relationships, stress, anger, low mood, self harm or low self esteem can be addressed alongside other issues around trauma. Following assessment recommendations will be made if necessary regarding treatment to address the young person’s individual needs and/or the family needs.

Speech and Language Therapist – assesses whether young people have barriers to communication and provides a service to young people and their families and services working with them (e.g. schools and colleges) to either address or signpost them to access services to aid communication and their development.

School Nurse – identifies the physical health needs of young people who offend and addresses them through sign posting them to relevant services.
**Education Worker** - liaises with schools and education providers to ensure that all young people have access to education and are actively engaging in education, training or employment.

**Restorative Justice Worker** – arranges Referral Order Panels to support the YOT’s delivery of Referral Orders which is a first tier court disposal. In addition, the worker facilitates restorative conferences and promote increased use of restorative processes to deter young people from reoffending and allowing the victim of crimes to express the affect of young people’s crimes on their lives. This process begins the process of repairing the harm caused and can be a further deterrent to young people to offend.

**Victim and Reparation Coordinator** – ensures that the wishes and feelings of victims are captured and reflected in the direct work undertaken with young people. The victim is also kept informed throughout the young person’s sentence of their progress and of restorative processes which may be open to them. This all promotes increased victim safety. The worker also matches young people to appropriate reparation projects which they can undertake within the community or for direct victims so they can repair some of the harm they have caused by their crime/s.

4. **Multi-agency and partnership work**

In addition to being a multi-agency team Sutton YOT works in partnership across all agencies including courts, housing and the voluntary sector. We strive to ensure our working in partnership is within the guidelines of the working together to safeguard children guidance.

Sutton YOT works with:

- The Drug and Alcohol Partnership – and so to MARAC
- The Domestic Violence Steering group – and so to the DV Forum
- The Reducing Reoffending Group – and so to the IOM panel
- The Strategic Problem Solving group
- Court User Group

The YOT are represented in Sutton’s Multi-Agency Safeguarding Hub (MASH) by the Prevention Social Worker. Youthink are also regular attendees of Sutton Police’s monthly Anti-Social Behaviour Meeting and Problem Solving Meeting, as well as the MASE (Missing and Sexual Exploitation) Meeting.

4. **The work of the YOT**

The work of the YOT covers both the voluntary and statutory realms. The voluntary realm covers both preventative and early intervention work with young people deemed at risk of offending including delivering pre-court interventions (Triage, Youth Caution and Youth Conditional Cautions).
Voluntary

The voluntary side is delivered through Youthink. Youthink is a voluntary, early intervention prevention service available to young people aged 8-17 years old who are identified as being at a high risk of offending or involvement in anti-social behaviour. Intervention can be delivered on a 1:1 or group work basis.

It offers short-term, individualised support to young people with the aim of preventing them from coming to the future attention of Police. Support is normally offered for a period of 3 months initially but can be extended up to 6-12 months if deemed necessary.

Workers meet with young people either in school or after school in the community, on a regular one to one basis and support them to think about their behaviour and the impact that behaviour is having on those around them. Workers also support young people to engage in positive recreational activities or access other supports within the community, i.e. substance misuse treatment, group work, counselling, etc. Support is also provided to the young person’s family.

Statutory

The statutory side of the YOT’s work comes via courts in relation to statutory Court orders given to young people who have offended and involves:

- Preparation of Pre-Sentence Reports for court and Panel reports for internal use
- Supervising young people within the secure estate
- Supervising young people within the community
- Delivering and coordinating packages of intervention for young people on court orders
- Liaison with internal and external agencies.

A multi-agency approach is taken when assessing, planning and delivering interventions to young people and their families and when managing risk. Sutton YOT use the YJB approved Assetplus assessment framework for assessing and planning packages of intervention for use with young people in both the voluntary and statutory realms.

5. Equality & Diversity Statement

Sutton YOT are committed to improving service delivery to young people and their parents/carers, the agencies we work with and the community at large.

Sutton YOT aim to deliver an effective and fair service where staff members work with and identify the needs of young people and their families regardless of their race, gender, disability, social class, sexual orientation and religion or belief. We treat people with dignity and respect, valuing the diversity of all.

We will seek to do this by:
• Ensuring that young people and their families have equal access to resources according to their need
• Provide adequate training for staff in relation to issues around equality and diversity which will enable them to build on existing skills and develop new ones. Also acknowledge value and utilize the skills and diversity practitioners bring to the team. In addition, provide adequate supervision for all staff
• Work with internal and external partners and our community to provide accessible and relevant services that respond to our service users’ needs
• Monitor and evaluate our policies, procedures and practice.

We will promote social inclusion and equality through our policies, procedures and practice and
6. Observation opportunities for Board member induction

Please place a tick in one of the areas below to indicate which area you would like to observe as part of your induction.

**Court**

Sutton Youth Court sits weekly on Thursdays and takes place at Croydon Magistrates Court. **Court begins at 10AM** although the court duty officer attends court at 9 AM to undertake preliminary work and preparation prior to court commencing. This may involved checking whether any young people have been arrested overnight and are in the cells, ensuring that young people who are waiting to go into court are legally represented and that any who are due to be sentenced have a copy of their Pre-sentence Report as well as the solicitor who will be representing them. The court duty officer will record all outcomes of young people who are dealt with both from Sutton and other boroughs and will facilitate communication between the young person and the court, responding to any requests for information made by the court.

**Referral Order Panel Meetings**

Referral Order Panels comprise 2 specially trained volunteers from the local community and the YOT Restorative Justice Worker who coordinates the Panels. The purpose of the Panel is to discuss the offence/s which a young person has committed and agree a plan of intervention for them along with their parents/carers. Their progress on the Order is monitored via regular Review Panels as a way of assisting the young to keep on track and support them through the Order. Referral Order Panels generally take place on weeknights from 5PM-7.30PM.

**Triage Clinic**

The Triage clinic deals with low gravity crimes where no further action is taken by the police and intervention by the YOT is offered on a voluntary basis outside the formal court system. The clinic takes place on Thursday evenings with 3 slot times of 4PM, 5PM and 6PM. Two workers from the YOT are rota on in the evening and see a maximum of 6 young people and their parents/carers. An initial screening assessment takes place to ascertain whether voluntary intervention is needed at this early stage and a restorative justice approach is taken within the session. A worker from the Community Drugs Team also attends in order to engage with any young people who have issues in this area and young people and their families are signposted to relevant services within the community accordingly.

Name:  

Date:
Appendix 1- Legal basis for YOT

Statutory Minimum Requirements

Changes to the structures and governance of the statutory partners specified in the Crime and Disorder Act 1998 may serve to blur the lines of responsibility for YOT partnerships. No matter who provides statutory partner services, they must come together and cooperate to establish and maintain a YOT. The Act defines the requirement for each local authority and key partners in England and Wales to establish “one or more” youth offending teams under section 39 (1) of the Act. A management board must be created, made up of the following statutory funding partners:

- Local Authority
- Police [a police authority]
- Health [a clinical commissioning group or a Local Health Board]
- Probation Service [a provider of probation services]

Statutory Functions

The functions of the YOT are set out in section 39(7) as follows:

- To co-ordinate the provision of youth justice services for all those in the authority’s area who need them; and
- To carry out such functions assigned in the local authority’s youth justice plan.

The act also refers to paragraph 7(b) of Schedule 2 of the Children Act 1989 – the local authority’s duty to take reasonable steps designed to encourage children and young people not to commit offences.

YOT Services

Section 38(4) of the Crime & Disorder Act 1998 lists a large number of items which are within the meaning of youth justice services. These include:

- the provision of assistance to persons determining whether reprimands or warnings should be given
- the provision of support for children and young persons remanded or committed on bail while awaiting trial or sentence
- the placement in local authority accommodation of children and young persons remanded or committed to such accommodation under section 23 of the Children and Young Persons Act 1969 (“the 1969 Act”)
- the provision of reports or other information required by courts in criminal proceedings against children and young persons
- the performance by youth offending teams and members of youth offending teams of functions under sections 25, 26 and 27 of the Anti-social Behaviour Act 2003

1 The LASPO Act 2012 amends reprimands and warnings to the youth caution and youth conditional caution
• the performance of functions under subsection (1) of section 102 of the Powers of Criminal Courts (Sentencing) Act 2000 (“the Sentencing Act”) (period of detention and training under detention and training orders) by such persons as may be authorised by the Secretary of State under that subsection
• the implementation of referral orders within the meaning of the Sentencing Act.
Appendix 2 - Glossary of YOT terms

The Youth Justice System has its own structures and terminology but it bridges different sectors. Below is a selection of commonly used terms and abbreviations:

<table>
<thead>
<tr>
<th>TERM/ACRONYM</th>
<th>DEFINITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assetplus</td>
<td>Assessment framework approved by YJB</td>
</tr>
<tr>
<td>BAME</td>
<td>Black or Asian Minority Ethnicity</td>
</tr>
<tr>
<td>CAMHS</td>
<td>Child and Adolescent Mental Health Service</td>
</tr>
<tr>
<td>CareDirector</td>
<td>Sutton YOT database</td>
</tr>
<tr>
<td>CBO</td>
<td>Criminal Behaviour Order (replaced ASBOs)</td>
</tr>
<tr>
<td>CJS</td>
<td>Criminal Justice System</td>
</tr>
<tr>
<td>CPS</td>
<td>Crown Prosecution Service</td>
</tr>
<tr>
<td>CYC</td>
<td>Croydon Youth Court</td>
</tr>
<tr>
<td>DTO</td>
<td>Detention &amp; Training Order (custodial court order)</td>
</tr>
<tr>
<td>ISS</td>
<td>Intensive Surveillance and Supervision requirement</td>
</tr>
<tr>
<td>KPI</td>
<td>Key Performance Indicator</td>
</tr>
<tr>
<td>KYPE</td>
<td>Keeping Young People Engaged</td>
</tr>
<tr>
<td>LAC</td>
<td>Looked After Child</td>
</tr>
<tr>
<td>MAPPA</td>
<td>Multi-Agency Public Protection Arrangements</td>
</tr>
<tr>
<td>MOJ</td>
<td>Ministry of Justice</td>
</tr>
<tr>
<td>PNC</td>
<td>Police National Computer</td>
</tr>
<tr>
<td>PSR</td>
<td>Pre-Sentence Report</td>
</tr>
<tr>
<td>RJ</td>
<td>Restorative Justice</td>
</tr>
<tr>
<td>Referral Order</td>
<td>Referral Order</td>
</tr>
<tr>
<td>S228</td>
<td>Section 228 (Extended Licence)</td>
</tr>
<tr>
<td>S91</td>
<td>Section 91 (Adult Custodial Sentence)</td>
</tr>
<tr>
<td>SCH</td>
<td>Secure Children’s Home</td>
</tr>
<tr>
<td>STC</td>
<td>Secure Training Centre</td>
</tr>
<tr>
<td>TWOC</td>
<td>Taken Without Owners Consent (Car Theft)</td>
</tr>
<tr>
<td>VS</td>
<td>Victim Surcharge</td>
</tr>
<tr>
<td>YOI</td>
<td>Young Offender institution</td>
</tr>
<tr>
<td>YOT/YOS</td>
<td>Youth Offending Team/Service</td>
</tr>
<tr>
<td>YRO</td>
<td>Youth Rehabilitation Order</td>
</tr>
<tr>
<td>YP</td>
<td>Young Person</td>
</tr>
<tr>
<td>YJB</td>
<td>Youth Justice Board of England and Wales</td>
</tr>
</tbody>
</table>
Appendix 3- Youth Justice World

This shows the position of the YOT bridging the Youth Justice world, Children’s Services and Criminal Justice worlds.
Appendix 4 - Sutton YOT Organisational Chart