

YOT Board Monitoring of Portsmouth Post-Inspection Improvement Plan

March 2015 Monitoring Part A Only

Post-Inspection Improvement Plan 2014	
<p style="text-align: center;">Part A. YOT Board Improvement Plan</p> <p>Four Objectives:</p> <ol style="list-style-type: none"> 1. By April 2014, to have in place an effective YOT Board with full, consistent and appropriate membership to lead the improvement programme 2. By June 2014 to have in place a full complement of suitably qualified and experienced case managers including specialist roles 3. By June 2014, to ensure the YOT Board accesses and uses accurate and timely data on performance through a new Performance Management Framework 4. By October 2014, to have in place the right resources used to support the work of the YOT including improved and appropriate locations to work with young people 	<p style="text-align: center;">Part B. YOT Team Improvement Plan</p> <p>Six Objectives:</p> <ol style="list-style-type: none"> 5. By October 2014, every young person open to the YOT will have a timely, holistic assessment and multi-agency plan (including pre-sentence reports) of sufficient quality 6. By January 2015, every young person open to the YOT will be in receipt of high quality, evidence-based interventions delivered by the YOT staff team, co-located specialists and partner agencies 7. By October 2014, every young person and their parents/carers will be fully engaged in the relevant aspects of the sentence. Processes and delivery will be shaped to maximise user-engagement. 8. By October 2014, all staff will be clear on effective practice and effectively and robustly performance managed 9. By October 2014, all staff will have the right training, supervision and oversight in place to deliver high quality practice 10. By December 2014, all victims of youth crime will receive high quality support and appropriate involvement in interventions with a focus on victim safety

A. YOT Board Improvement Plan

This section of the Improvement Plan is focussed on the improvements required in governance and partnerships.

The relevant Full Joint Inspection Report recommendations for this part of the Improvement Plan are;

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| Recommendation 1 | - The Management Board provides effective leadership. It holds the YOT and its partners to account to ensure high quality practice and achieve successful outcomes (Chair and members of the YOT Management Board). |
| Recommendation 2 | - All partners contribute actively to effective leadership, including through regular attendance at, and contribution to, the work of the YOT Management Board (All YOT Partners). |
| Recommendation 3 | - As a matter of urgency, the YOT has a full complement of competent case managers and other specialist staff in place. This includes a suitably skilled education officer to maintain the effectiveness of this work and to develop the range of training opportunities and links with employers (Chair of the YOT Management Board). |
| Recommendation 4 | - Data on appropriate local outcome measures, including health; education, training and employment; diversity; and safeguarding are received, scrutinised by the YOT Management Board and used to improve services (Chair of the YOT Management Board). |
| Recommendation 10 | - Facilities used to undertake work with children and young people are private and appropriate to their needs (Chair of the YOT Management Board). |

Key to RAG ratings	
GREEN	Action completed
AMBER	Action ongoing / Action planned, not yet complete
RED	No action taken / action delayed / behind schedule
BLUE	Not due yet

Objective 1 – By April 2014, to have in place an effective YOT Board with full, consistent and appropriate membership to lead the improvement programme					
Linked HMIP Recommendations: 1,2					
Linked Performance Indicators: All					
No.	Action	By Whom	By When	RAG / Comment on current position	What success will look like
1	Secure long-term chairing arrangements	Chief Executive of the Council	Achieved	GREEN Long-term chair of YOT board now agreed.	Consistent chair to lead the Board through this improvement programme.
2	Secure representation and attendance from Public Health and Health Commissioners	Director of Public Health	Achieved	GREEN Senior Representatives on Management Board and attending	Rapid response to improving health services for young people
3	Develop clear relationship between Health Commissioner and health providers working with young offenders	Director of Public Health	Achieved	GREEN Health commissioner (ICU) in clear relationship with providers	Commissioned health services meet the needs of young people
4	Secure representation and attendance from Education service	DCS	Achieved	GREEN Senior Representatives on Management Board and attending	Rapid response to improving education services for young people
5	Monitor Board attendance rigorously and respond to absence	YOT Board Chair	Achieved	GREEN Attendance to date has been good with exception of June meeting when Ofsted Safeguarding Inspection was underway	Full attendance and engagement of all relevant partners

6	Establish a system whereby Board Members assume roles of 'champions' for specific areas of improvement. To include safeguarding and risk management	YOT Board Chair	Achieved	GREEN 'Champion' role in place	Board members expertise enables improvement in YOT practice and removes barriers to improvement
7	Hold a Peer Challenge of the YOT	YOT Board Chair	Achieved	GREEN Peer review 15 th - 17 th October	Clear understanding of progress since HMIP inspection
8	Hold Two YOT Board Development Days	YOT Board Chair	Achieved	GREEN 22 nd May 30 th October	Ensure Board is effective in its governance role
9	Develop an induction pack for new Board Members	YOT Board Chair	Oct 2014	AMBER Now due from YJB in March 2015	Members of the YOT Board understand their role and actively participate
10	Hold two 'Meet the Board' events for the YOT staff	YOT Board Chair	Achieved	GREEN Integrated into YOT Board Development Days (8 above)	YOT staff understand the role of the YOT Board

Objective 2 – By June 2014, to have in place a full complement of suitably qualified and experienced case managers including specialist roles

Linked HMIP Recommendations: 3

Linked Performance Indicators: All

No.	Action	By Whom	By When	RAG / Comment on current position	What success will look like
1	Put in place temporary arrangement to cover Education role	YOT Board Education Rep	Achieved	GREEN Temporary post put in place	Education function is covered immediately
2	Explore links to Virtual School for LAC to share education data and support systems for young offenders. Confirm to Board implementation activity	DCS	Achieved	GREEN. Relevant links to Virtual School established.	Young people have suitable ETE provision and their earning needs are met
3	Complete PYOT Manager PDR and identify training and support needs	YOT Board Chair	Achieved	GREEN This has been completed	YOT Manager is fully equipped to perform the role
4	Co-locate CAMHS and substance misuse workers with the YOT Team	YOT Board Health Commissioning Rep	May 2014	AMBER Proposal to Feb 2015 Board. Agreement for Protocol to be confirmed at March 2015 Board.	Health interventions are integrated with YOT staff interventions
5	Recruit and induct Education Worker role	YOT Board Education Rep	Achieved	GREEN Post in place	Education function is covered permanently
6	Review Police role in line with improvement plan and national guidance and implement necessary changes	YOT Board Police Rep	May 2015	GREEN Hampshire wide role review on schedule	YOT Police role is aligned with national and local priorities
7	Ensure that all staff members in the team are <u>capable</u> of delivering to minimum quality standards – linked to Objective 9	Head of Service	Achieved	GREEN Performance Report is indicating improved quality. Necessary competency responses in place	All staff members in the team are able to deliver quality work

Objective 3 – By June 2014, to ensure the YOT Board accesses and uses accurate and timely data on performance through a new Performance Management Framework

Linked HMIP Recommendations: 4

Linked Performance Indicators: All

No.	Action	By Whom	By When	RAG / Comment on current position	What success will look like
1	Develop and implement new Performance Management Framework including measures around <i>inputs, outputs and outcomes</i> and findings of quality auditing	YOT Board Chair & Strategy Unit	Achieved	GREEN New framework in place and reporting every two month to Board	The Board has an accurate understanding of capacity, practice quality and impact and takes appropriate action to drive improvement
2	Implement Performance Management timetable including monthly rota of partner agency reporting on outcomes, contribution and resources	YOT Board Chair (Strategy Unit)	Achieved	GREEN Performance Reporting timetable in place.	
3	Set appropriate and achievable targets for all indicators, agreed with the Safer Portsmouth Partnership	YOT Board Chair (Strategy Unit)	Achieved	GREEN Target setting methodology agreed at September Board	
4	Implement changes to practice following the findings of the YJB "cross Wessex" re-offending project	PYOT Manager (YJB Performance Adviser)	Achieved	GREEN	Reduction in re-offending rates
5	Implement practice improvements and joint working around with Looked After Children following local protocol emanating from SE7 Reducing LAC Re-offending regional policy	Head of Service	Mar 2015	GREEN Group set up - led by Kate Freeman. Work on protocol started. New strategy in development.	Diversion of LAC from the Criminal Justice System and reduction of re-offending of this cohort
6	Review the Youth Justice Strategic Plan 2012 - 2015 and submit to YJB	YOT Board Community Safety Rep	Achieved	GREEN Agreed by SPP and YJB.	The new Plan is based on rigorous understanding of local performance, submitted on time and signed off by the YJB

Objective 4 – By October 2014, to have in place the right resources used to support the work of the YOT including improved and appropriate locations to work with young people

Linked HMIP Recommendations: 10

Linked Performance Indicators: A1, A3 - A14

No.	Action	By Whom	By When	RAG / Comment on current position	What success will look like
1	Review facilities for face to face contact with young people - to include reparation facilities, workshops, group work etc.	YOT Manager	Achieved	GREEN Review complete	Understanding of needs of young people
2	Identify and secure appropriate private facilities for work with young people	YOT Manager	Achieved	GREEN Now using the Go For It Centre.	Young people seen in appropriate accessible premises with due regard to health, safety and privacy
3	Interim solution for gathering information prior to court appearance and sharing with YOT court staff and YJB Placements Team.	YOT Manager	Achieved	GREEN Solution in place	Well informed YOT staff able to give appropriate advice
4	Resolve IT access for staff working in the courts	YOT Board Court Rep (YOT Manager)	Achieved	GREEN Fareham, court issue resolved.	Improved joint working with the courts
5	Secure effective information sharing (through changes to IT systems if necessary) within co-located team	YOT Manager	Achieved	GREEN Information sharing issues with Social Care and Health resolved.	All information sent securely and via Connectivity