

COUNTY COUNCIL MEETING – 16 MAY 2014

**Statement from: Councillor B Young, Executive Councillor for
Crime Reduction, People Management, Legal**

CRIME REDUCTION

The figures issued by Lincolnshire Police for 2013/14 showed a reduction of 2.7% in reported crimes.

Moving forward, the partners will focus on the drivers for crime reduction, including substance misuse, and reducing the opportunities for committing crime and anti-social behaviour amongst young people.

Although experiencing a reduction of nearly 30% in young people entering the Criminal Justice System, there is also an increase in exclusions from school and the Police issued 600 Restorative Justice Notices in 2013/14 to young people who have offended for the first time. This has led to a significant increase in cases being managed by our Youth Offending Service early intervention initiative. Rather than waiting for young people to commit crimes or anti-social behaviour and create victims, we are working with parties to intervene when we identify signals, criminality or anti-social behaviour.

This work links in with the Families Working Together project and the Targeted Youth Team within Children's Services, delivering a joined up approach and improving our success rates with young people, thereby creating a much more effective and efficient service.

YOUTH OFFENDING SERVICE

The most recent performance indicators for the service remain positive, both in respect of re-offending and custody. First time entrants to the service continue to fall, and two planned Police/YOS initiatives around Restorative Justice which will be implemented this year should drive this down further

The Youth Justice Board have recognised the custody rate falls in the county which now place Lincolnshire amongst the lowest nationally. The YJB confirmed that the funding settlement for 2014-15 will remain the same as last year. In addition, the PCC's office have given their commitment to continue their financial support during this financial year to develop Prevention and Substance Misuse Services.

The YJB have put forward a proposal to establish an East Midlands Resettlement Consortium bringing together all partners, including those linked to Education, Employment and Housing, to work together more effectively in minimising the re-offending rates of young people leaving custody.

In February 2014 the YOS management were presented with the completed Health Needs Assessment undertaken by Public Health to examine the physical and mental health needs of young people who offend in Lincolnshire.

Finally, the July edition of County News will feature the Youth Offending Service and highlight the 3,500 hours of reparation activity delivered to young people across the county and the projects which have benefitted from this work.

PEOPLE MANAGEMENT

Pay and Reward - The Council has recently undertaken a 60 day consultation process with staff regarding changes to Pay and Reward. These proposals affect all employees (10,000+), including some schools-based employees, centrally employed teachers and educational psychologists. The consultation process ended on 2 May 2014.

We have undertaken a significant level of consultation with employees through to face to face briefings, establishing a dedicated pay and reward email account and ensuring responses to questions are published on the dedicated George (intranet) page and on the schools portal.

We have received extensive feedback and this is currently being analysed to inform the exact proposals the Council seeks to implement

Senior Management Review – The Council is intending to undertake a Senior Management Review, proposed to commence on 19 May, with implementation planned for 1 September 2014. The intention is to review the leadership and management structures to respond to our new operating model as a Commissioning Council

ERP Replacement - There has been significant involvement from the People Management Service in planning the council's requirements for the new ERP system – Agresso – and this will continue over the transition year, ahead of 'go live' in April 2015.

2012/2015 People Strategy - Internal Audit conducted an audit of the People Strategy Programme from October 2013 to March 2014, and reported that the *"workstreams reviewed remain on track against a background of major organisational change. There is evidence that the anticipated benefits are being realised and that the risks to the continued success of the strategy are generally effectively managed"*. Therefore, *substantial assurance and improving direction of travel* were reported.