



**Open Report on behalf of Heather Sandy, Executive Director - Children's Services**

Report to:	<b>Children and Young People Scrutiny Committee</b>
Date:	<b>12 January 2024</b>
Subject:	<b>Progress Against HMIP Inspection Recommendations – Lincolnshire Youth Offending Service</b>

**Summary:**

This report provides the Committee with an update of the progress made against the recommendations contained within the Inspection Report of youth justice services in Lincolnshire published by His Majesty's Inspectorate of Probation (HMIP) in April 2023.

**Actions Required:**

The Committee is invited to note the contents of the report.

## 1. Background

Oversight and the effectiveness of youth justice services across England and Wales is currently measured and inspected by His Majesty's Inspectorate of Probation (HMIP). This takes place through a cycle of inspections based on a random and risk led criteria, with the previous inspection in Lincolnshire having taken place in December 2015. On 18 November 2022, Lincolnshire was given notice by HMIP of the intention to inspect the Youth Offending Service. As planned, the fieldwork element of the inspection commenced on 9 January 2023 and inspectors were on site for this week undertaking a wide range of activity to validate and evidence their judgements.

The national approach to inspecting youth offending services by HMIP through the current inspection consists of three domains which are set out within the inspection report. These domains focus on Organisational delivery (Domain one), Court disposals (Domain two) and Out of Court Disposals (Domain three). In addition, a review of resettlement policy and provision also forms part of the overall inspection framework.

The initial feedback on the inspection was provided to the Executive Director of Children's Services on 25 January 2023 and a draft report was provided for factual accuracy purposes on 13 February 2023. The final inspection report was published on the HMIP website along with a press release on 3 April 2023 and is provided as an appendix to this report.

The attached report and findings by HMIP concluded that Lincolnshire Youth Offending Service (YOS) achieved an overall rating of 'Outstanding'. The inspectorate also inspected the quality of resettlement policy and provision, which was separately rated as 'Good'. The achievement of receiving an overall 'outstanding' judgement is evidenced by the fact that to date only approximately 12 of the 130 areas in England and Wales inspected have received a rating of outstanding.

The report and findings identified many significant strengths that inspectors observed on their visit to Lincolnshire including effective and robust partnerships, governance arrangements, the quality of leadership and management together with a receptive and learning culture which enables motivated staff to achieve positive outcomes for children and young people within the YOS cohort.

The report sets out four recommendations to further improve practice which are as follows:

1. Ensure consistency of safety and wellbeing casework in out-of-court disposals, across all the YOS locality teams.
2. Ensure effective management oversight of all out-of-court disposals.
3. Improve arrangements and provision to increase the number of children in education, employment or training (NEET) within the YOS cohort.
4. Work to ensure that the staff and volunteer ethnicity profile properly reflects the cohort of YOS children.

The recommendations noted by HMIP were already recognised and being responded to prior to the inspection findings and formed the basis for the strategic priorities set out by the YOS Management Board.

## **2. Conclusion**

Future4Me produces a Service Action Plan annually which sets out the operational priorities for the forthcoming year. The Service Action Plan for 2023-24 aligns with the strategic priorities identified by the Lincolnshire Youth Offending Service (YOS) Strategic Management Board and incorporates the recommendations identified within the HMIP Inspection Report. These key priorities and areas for development and how they will be achieved are also reflected within the Lincolnshire Youth Justice Plan which is a statutory document submitted to the Youth Justice Board on an annual basis.

Four key areas have been identified within the Service Action Plan to support the development of practice and the staffing profile based on the HMIP Inspection recommendations. Members of the Future4Me Management Team are allocated matrix lead areas linked to the objectives within the Service Action Plan in order to ensure outcomes are evidenced and key milestones are met. The plan is underpinned by a robust quality assurance framework and a commitment to ongoing professional development and restorative practice principles.

Oversight and scrutiny of the progress measures within the Service Action Plan is offered by regular reviews undertaken by the YOS Strategic Management Board. The Board is designed to provide overall strategic direction for youth justice services in Lincolnshire, and monitor objectives linked to key performance indicators within the national

framework established by the Youth Justice Board and other locally agreed measures. (There is a member of the Children and Young People Scrutiny Committee on the YOS Strategic Management Board). The current Service Action Plan was agreed by the YOS Management Board in June 2023. The Board was assured by the content of the service action plan in addressing the points highlighted within the HMIP report and requested regular reviews to ensure progress.

A key function of the Board is to ensure overarching governance arrangements and strategic direction for the service. This provides an opportunity to discuss and formulate responses to any challenges which may arise in relation to meeting the desired outcomes identified within the Service Action Plan. Progress has been positive with clear evidence of achievements in relation to the four identified HMIP recommendations. This has been achieved through a combination of investment in staff training and development, forming strategic and operational relationships with key service areas/agencies, together with reviewing policies and processes to support effective practice. The use of data and quality assurance activity has provided a firm evidence base for measuring progress.

To summarise, recommendations from the recent HMIP inspection have been fully implemented and assurance provided via oversight from the YOS Strategic Management Board that progress has been made in relation to all of the identified targets.

**3. Consultation**

**a) Risks and Impact Analysis**

Not applicable

**4. Appendices**

These are listed below and attached at the back of the report	
Appendix A	HMIP Inspection Report of Youth Justice Services in Lincolnshire dated 3 April 2023

**5. Background Papers**

No background papers as defined in the Local Government Act 1972 were used in the preparation of this report.

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