

Annex A

HMIP Action Plan – Update June 2019

| HMIP Recommendation | Action Required | Lead Manager | Expected Date of Completion | June 2019 Update |
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| 1. Ensure that services are delivered in premises that are safe and accessible for children and young people, as well as staff | New premises to be found for North and ISS teams that reflect the vision and priorities of the Service . | Richard Munns, Corporate Property | 31.08.19 | Partially completed |
| 2. Ensure that there are sufficient staff in post to deliver high-quality services to children and young people | Recruit to vacancies. Recruitment processes for Youth Justice Service to be reviewed to ensure efficient recruitment | Kane Joyce, HROD | 28.02.19 | Completed |
| 3. Ensure that children and young people receive effective support to improve their chances of success in education, training and employment, and increase the proportion who receive their full entitlement | a) Undertake a review of ETE provision for young people known to Youth Justice. | Isobel Booler, Head of School QA and SEND | 31.03.19 | Completed |
| | b) Review and develop current pathways and skills of Youth Justice caseworkers to improve education outcomes | Marie McLaughlin, Head of Youth Justice | 01.07.19 | Completed |
| | b) Implement new Targeted Youth Support Service contract and effective monitoring to reduce levels of | Elaine Morrison, Education and Skills Lead | 30.04.19 | Completed |

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| | NEET in Youth Justice. | | | |
| | c) Implement and install an education hub to automatically update Youth Justice CMS with up to date ETE data from the Education Department | Ross Milhench, ICT Lead | 01.08.19 | Dates to be confirmed |
| | d) Monthly monitoring via YJ Performance Dashboard | Julie Heslop, Strategic Lead for Early Help | Monthly | Completed |
| | e) Work with Business, Skills and College to ensure aspirational Offer is in place | Angela Harrington, Head of Work and Skills | 01.07.19 | Ongoing |
| 4. Continue to develop out-of-court decision-making processes to make sure that effective joint decision-making is in place, and that children and young people and their parents/carers understand the implications of the disposal | Implement a suitable assessment tool for Out of Court referrals | Marie McLaughlin, Head of Youth Justice | 31.03.19 | Completed |
| | Review partner contribution and offer and align with Early Help | Julie Heslop Strategic Head of Early Help | 30.06.19 | Completed |
| 5. Work with partner agencies to reduce the over-representation of black and | a) Raise profile of disproportionality with other local Criminal Justice agencies | Marie McLaughlin, Head of Youth Justice | 30.06.19 | Completed |

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| minority ethnic children and young people in the custodial population. | b)Address evidence of unconscious bias in our work with young people | Mark Brundrett, Performance and QA Lead | 30.06.19 | Partially Completed |
| | c)Undertake monthly monitoring via YJ Performance Dashboard | Julie Heslop, Strategic Lead for Early Help | Monthly | Completed |
| | d)Undertake an annual Disproportionality analysis of caseload | Jenny Wall, Information Officer | October 2019 | Completed |
| | e)Response and actions to be aligned with Inclusion Strategy | Isobel Booler, Head of School QA and SEND | 30.04.19 | Completed |