

Priority

## Young People Becoming Adults

Year: 2018/19

Activities	Baseline and Measurement	By When	Resources	Risks	Outcomes	Suggested owner	Suggested contributor	Status
<b>1. Raise awareness across the constabulary of young people's needs and the issues that cause them to offend and how they must be treated with fairness, dignity and respect, and to better understand how young people view and experience the Police in Gloucestershire.</b>								
In year one we will: 1.1 Identify a suitable YP(s) to be part of the YPBA delivery team in a consultation & advisory capacity.	There are currently no young people on the YPBA delivery team and an increase would constitute success. Before and after training survey of police staff now & in 6 months' time regarding their understanding of young people's needs and the issues that cause them to offend- an increase in understanding would constitute success. Survey new recruits & transferees post their YP inputs regarding	Dec 17	Survey support from CI team. CHRT support for working with YP. SDU support for training new staff. Communications Dept support for video box messaging to the widest audience possible. YST Health Team support to assist with video box messaging and training and induction	Insufficient resource provided to meet the needs.	Police Officers will have a better understanding of young people's needs and the issues that cause them to offend across the constabulary. Young people who come into contact with the police in Gloucestershire will be treated with fairness, dignity and respect. The profile of young people will be raised across the constabulary and key	Not Police		Leads for this PCC Priority will link in with CC Olivia Pinkney Sussex Police to ensure we work in support of the National Strategy for the development of Young People

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	<p>their understanding of young people's needs and the issues that cause them to offend- an increase in understanding would constitute success</p> <p>Measure number of complaints made against Police by YP.</p> <p>Measure again in 4 years' time- a decrease would constitute success.</p>		<p>regarding young people.</p> <p>CIT to devise and undertake surveys</p>		<p>policies, which affect young people, will take account of them and ensure they benefit.</p> <p>Young people will have a more positive experience of the police and less will be processed through the formal CJS</p>			
1.2 Review internal police training for new recruits on the modern approach being taken for YPBA across the constabulary	<p>Minimum standards for all police contact with children in Gloucestershire introduced.</p> <p>An increase in Police Policies reviewed and updated to specifically take account of young people will constitute success.</p>	Dec 18				Not Police		
<p>In year two we will:</p> <p>1.3 Introduce video box messaging to all members of the constabulary in YPBA. 'raising awareness' of young people's needs and developmental stages.</p>	<p>Survey of young people's experiences and satisfaction following contact with the police now and in 4 years' time- an increase in satisfaction and a more positive experience will constitute success.</p>	Dec 18				Not Police		

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1.4 Introduce minimum standards and expectations for police contact with young people.								
In year three we will: 1.5 Review key Police policies and procedures to ensure they take account of young people where there would be benefit.		Dec 19				Not Police		
<p><b>2. To reduce the number of young people entering the criminal justice system as first time entrants [FTE] &amp; reduce reoffending by young people by ensuring that decisions that are made by the Police about young people are fair and consistent and seek to divert young people from the CJS and ensure they receive the help they need to stop them re-offending, as quickly and efficiently</b></p>								
In year one we will: 2.1 YST and Gloucestershire Constabulary to undertake review of current process around joint decision making for YP.	Evidence of a reduction in numbers of FTE (YP receiving a formal out of court disposal) and an increase in RJ disposals as alternatives. Baseline of FTE and re-offending rates established and	Complete	Youth Offending Service funding from the PCC. OSD / CI team Analytical support to understand current picture and for on-going monitoring. SDU support for training new staff.	Bids will not be successful and additional resource will not be available Lack of take up by YP in the programmes.	There will be a reduction in the number of young people entering the criminal justice system (FTE) and a decrease in re-offending rates. There will be evidence of fair and consistent decision-	Paul Dutton		

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	<p>monitored as part of the current YST Quarterly Review process.</p> <p>Evidence of an increase in the percentage of relevant YPN's to YST will constitute success (currently 30%??)</p> <p>Development of the programme and evaluation.</p> <p>Case studies now and after 4 years- young person's journey through CJS.</p>		<p>Communications Dept support for video box messaging to the widest audience possible.</p> <p>Support from Restorative Gloucestershire around delivery of restorative interventions.</p> <p>Additional YST resource to deliver substance misuse diversionary programme (Bid is being developed)</p>		<p>making, which diverts young people away from the CJS where appropriate.</p>			
2.2 Develop a specific diversion programme for young people arrested in possession of drugs. (1 <sup>st</sup> time offenders)		Complete				Paul Dutton		
In year two we will: 2.3 Seek to increase the number of restorative		Complete				Paul Dutton		

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disposals used for young people as an alternative to formal disposals								
2.4 Undertake a review of Youth Police Notification (YPN) notification Process		Ongoing				Paul Dutton		
<p><b>3. Reduce numbers of young people being brought into custody and for those in custody reduce the length of time spent in custody and ensure that support is provided throughout the process and that police have the information they need about that young person in a timely manner to enable more effective support and decision making.</b></p>								
In year one we will: 3.1 Introduce a youth support worker into the custody system to be a Single Point of Contact for all officers, to provide Police staff, both in and outside of custody with access to expert youth services advice to promote alternative	Baseline of FTE and re-offending rates established and monitored as part of the current YST Quarterly Review process- a reduction would constitute success. Evidence of a reduction in the number of YP being brought into custody will constitute success. Evidence of a reduction in the average length of time a young person spends in custody will	July 2018	Funding for youth worker in the custody suite. (BID is being developed Ml Team Police/ YST better data gathering regarding young people in police custody and outcomes.	Bid not being successful. No resources IT problems-	There will be fewer young people coming through the custody suite and the average length of time in spent in the custody suite will be reduced. Young people receive the support they need as quickly as possible and there is a reduction in the number of young people entering the criminal justice system and a reduction in re-offending.			

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pathways for YP and have a better understanding of a young person's needs and vulnerabilities.	constitute success. Evidence of an increase of successful PACE transfers will constitute success. Evidence of a reduction in re-offending rates by young people as part of the current and on-going YST Quarterly monitoring process. Increase the number of young people receiving support at the police station from parents/carers – someone who knows them- would constitute success. Case Studies now and in four years' young people dealt with in and out of custody.							
<p><b>4. Ensure that all young people involved in ASB receive the support and early intervention they need in order to reduce further incidents of ASB and the number of formal sanctions being sought, as a result of strong partnership working and a clear consistent approach.</b></p>								
In year one we will: 4.1 Expand the Solace team to include Cheltenham identifying and	Number of successful early intervention programmes in response to ASB by young people. An increase will constitute success	Complete	OSD / CI team Analytical support to understand current picture. CHRT & YST support required to identify the	Resources to expand the programme are insufficient to meet needs. Agencies unable to provide sufficient	All young people are dealt with effectively, consistently and early where there are signs of ASB, with effective support and diversionary	Jo Smallwood	Roddy Gosden Steve Wood	

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supporting vulnerable people and communities who are or who may be involved in or affected by ASB and low-level crimes.	Reduction in the number of reported incidents of ASB involving young people. Establish Baseline- the number of young people who have had civil and criminal enforcement actions taken against them in relation to ASB - a reduction would constitute success. YST will be notified of all incidents of ASB involving young people to prevent further incidents of ASB, this will be done via the YPN process. An increase will constitute success.		most beneficial and successful for each Individual. Additional resource for Aston and Great Expectations- Bid id being developed.	resource to engage in the process.	packages of support put in place prior to any enforcement measures being considered. There is good evidence of			
4.2 This will include the delivery of the Great Expectations Programme with Leyhill Prison and supported by the Youth Support Team.		Ongoing				Jo Smallwood		

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In year two we will: 4.3 Develop a countywide multi-agency process approach /process for responding to ASB by YP, taking into account the recent Review of the Community Safety Partnership.		Priority focus. Dec 2018				Jo Smallwood		
In year three we will: 4.4 Monitor the use of ABC's, Injunctions and CBOs with young people and to review the effectiveness of these interventions.		Direct link with 4.3 above. Priority focus Dec 2018				Jo Smallwood		
<b>5. Organise an annual multi-agency networking event to share best practice and communicate what is available within in the county</b>								
In year one we will: 5.1 Utilise the Youth Justice	Reduction in reoffending rates using current figures to establish baseline and	Complete	Youth Offending Service funding from the PCC. Community	Insufficient resource to undertake project and may delay	Interventions will be targeted in the highest areas of youth crime,	Not police		



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Board Reoffending Project recently established in Gloucestershire so that we can gain a more in-depth analysis of reoffending by young people locally-re-offending sub group to analyse data and devise an action plan.	YST quarterly review process to monitor progress. YST re-offending project- analysis of live tracker results. Re-offending Sub Group to YJPB. CIT /YST to undertake mapping exercise to set baseline Projects developed/ set up where gaps are identified- by age, location, sex etc... Repeat exercise in 4 years to if has had an impact and key issues have been successfully addressed. Workshop- Police Data team and YST MI Team to ensure use of data maximised.		Groups funding from PCC to support delivery of plan.	implementation	according to age and gender, leading to successful interventions which break the cycle of reoffending and lead to better outcomes for young people and the community.			
5.2 Review the gathering and use of data across YST and Gloucestershire Constabulary to ensure they are better joined up and a full and accurate picture		Dec 2018				Paul Dutton		

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can be built regarding young people's offending in Gloucestershire								
5.3 Ensure that community projects funded by the PCC fit the analysis of risks in need in relation to young people		Dec 2018				Not police		
In year two we will: 5.4 Gloucestershire constabulary to undertake mapping exercise of offending by young people locally by offence types, locations, age, gender, associations and ethnicity.		Dec 2018-19				Paul Dutton		
5.5 Review of current programmes available for young people to		Dec 2018-19				Not police		

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identify gaps in resource/ interventions/ opportunities								
<p><b>6. Develop a communications strategy, which allows YP to feel connected and feedback their views to the constabulary and partners, and ensures that key messages reach them in a way that is meaningful and improves their safety.</b></p>								
In year two and three we will: 6.1 Work with young people to create an approach, which is something they will relate to and wish to use.	Involvement of young people in the development of a communications strategy will constitute success. The introduction of new methods of communication and an Increase of followers on social media and positive interactions with young people will constitute success. Establish Baseline- how successful are the constabulary currently at engaging with young people on social media?	Ongoing work with ambass adors, 2019-20	CHRT & YST support required to identify the most beneficial and successful approach. Press office communications team support will be required. Police/ YST Media teams	Failing to listen and communicate with the YP of Gloucestershire will reduce our ability to connect and develop our working relationship with YP. No additional resources Young people engage with the police regarding issues that affect them and make changes to their lifestyle	Young people will engage with the police regarding issues that are important to them and it will be beneficial and will feel more connected to them and understood by them	Paul Dutton		
6.2 Review all FB & Twitter accounts for young people within GC & YST seeking single common approach.		Ongoing				Paul Dutton Rosh Patel – Contributor		

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6.3 Review use of Social Media to engage YP. Develop young people friendly material and language for police officers to assist communication with young people.		Ongoing				Paul Dutton Rosh Patel – Contributor		
6.4 Set up Instagram account		Ongoing				Paul Dutton Rosh Patel – Contributor		