



Lancashire Youth Offending Team HMIP Inspection 2019 Inspection Action Plan

Recommendations	Action(s)	Lead(s)	Timescales	Date Reviewed / Outcome
<p>1. Make sure that reviewing of statutory casework is timely and responsive, that it considers all areas of risk and need and that it leads to the necessary adjustments to any ongoing plan of work.</p>	<ul style="list-style-type: none"> • Performance, Development and Research Officer to set up a case review alert and monitoring process for practitioners and managers to ensure timely reviewing of cases. • Refresher workshop to be delivered to all practitioners and managers to ensure staff understand risk management in relation to case reviews. Impact of workshop to be monitored in supervision, case management and case audits. • Effective Case Management Oversight and health guidance to be updated to ensure clarity of roles and responsibilities of all staff. • Managers and practitioners to complete an audit of cases with a focus on review stage. Analysis report to go to senior managers and who will develop improvement actions as identified. • Good practice guidance to be redistributed and reinforce the importance of having face to face planning meetings and reviews with the child and parent/carer • Individual practitioners and/or managers to be offered one to one support and an experienced 'buddy' as identified or on request. • Managers and practitioners to review their individual learning and development plan to identify any areas of support required. 	<p>YOT Manager</p>	<p>October 2019 December 2019 January 2020 December 2019 January 2020 September 2019 November 2019</p>	
<p>2. Produce effective plans to support interventions that promote desistance, keep children safe and manage risk of harm to others.</p>	<ul style="list-style-type: none"> • Senior Manager and Team Managers to review and revise High Risk procedures. • Refresher workshop to be delivered to all practitioners and managers to ensure staff fully understand effective and collaborative planning to address desistance, keep children safe and manage risk of harm. • Whole service training to further embed trauma informed approach. • To implement learning from work being completed with UCLan 	<p>YOT Manager</p>	<p>November 2019 December 2019 November 2019 March 2020</p>	

	<ul style="list-style-type: none"> and regional YOTs in respect to Restorative Justice. Managers and practitioners to complete an audit of cases with a focus on plans. Report to senior managers and develop improvement action as identified. Individual practitioners and/or managers to be offered one to one support and an experienced 'buddy' as identified or on request. Managers and practitioners to review their individual learning and development plan to identify any areas of support required. 		<p>December 2019</p> <p>September 2019</p> <p>November 2019</p>	
3. Analyse children and young people's health needs to inform the work of health professionals and YOT case managers, and review current services to make sure they are meeting these needs.	<ul style="list-style-type: none"> The joint strategic needs assessment to include youth justice themes. To complete a current health needs assessment for children known to the Youth Offending Team and advise health commissioners of any emergent trends that are not met. To review the Youth Offending Team health service provision to make sure they are meeting children's needs. To review and revise relevant care pathways with relevant health commissioners and providers based on findings of the health needs assessment, with a focus on Children Looked After and Care Leavers. 	YOT Manager	<p>March 2020</p> <p>March 2020</p> <p>March 2020</p> <p>March 2020</p>	
4. Ensure that all staff have the capacity and support they need to undertake their work effectively and that management oversight is meaningful and makes a difference.	<ul style="list-style-type: none"> Head of Service and Senior Manager to meet with practitioners for feedback. Team Managers to monitor recruitment to vacant posts to ensure swift recruitment. Team Managers to support Practice Managers in allocation of cases to ensure case managers have the capacity and support that they need. Senior Manager to review the Effective Case Management Oversight procedures with all managers. Managers to complete an audit of cases with a focus on case management oversight and develop improvement action as identified. 	Director of Children's Services	<p>September 2019</p> <p>Ongoing</p> <p>Ongoing</p> <p>January 2019</p> <p>December 2019</p>	
5. Make sure that thresholds for access to services for children and families are understood and applied consistently by children's social care.	<ul style="list-style-type: none"> Ensure all Children's Social Care and Youth Offending Team managers and practitioners have attended relevant risk management training. YOT staff to continue to attend Purposeful Practice working group alongside Children's Social Care staff. YOT staff to continue to support Social Work Academy and induction process for Social Workers. 	Director of Children's Services	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	

	<ul style="list-style-type: none"> • YOT to continue to attend and contribute to Multi Agency Sharing Hub (MASH) Board • To arrange local joint meetings with Children's Social Care, Children and Families Wellbeing and Youth Offending Team managers and practitioners to ensure they understand the Youth Offending Team and Children's Social Care Joint working agreement and the escalation process. 		<p>Ongoing</p> <p>November 2019</p>	
6. Ensure that all children and young people receive an effective initial assessment of their educational needs, and have access to impartial advice and guidance and the resources needed to reduce any barriers to engaging in education, employment and training.	<ul style="list-style-type: none"> • Director of Education and Skills to review barriers to education, employment and training resources. • Review role of Education, Training and Employment Lead in Youth Offending Team and ensure a balance between strategic development and operational delivery. • Youth Justice Management Board to monitor educational attainment of children known to the Youth Offending Team. • Ensure all YOT practitioners undertake an educational assessment to inform individual plans and to provide impartial support, advice and guidance leading to positive engagement in education, training leading to employment. • Performance, Development and Research Officer to establish a monitoring process to ensure educational assessments and plans have been undertaken. 	Director of Children's Services	<p>January 2020</p> <p>September 2019</p> <p>Ongoing</p> <p>Ongoing</p> <p>November 2019</p>	