

# BRIEFING PAPER

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**SUBJECT:** CHILDREN AND YOUNG PEOPLE'S STRATEGY 2022-2027 & YOUTH JUSTICE STRATEGIC PLAN

**DATE:** 10 MARCH 2022

**RECIPIENT:** OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

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## **THIS IS NOT A DECISION PAPER**

### **SUMMARY:**

1. This paper outlines the design, consultation and completion of a new Children and Young People's Strategy (and supporting action plans) to run from 2022 – 2027. The governance route is to:
  - a. Seek the approval of Cabinet for the Children and Young People's Strategy to be adopted (supporting action plans are included as appendices for information only and not for Cabinet decision, except for the Youth Justice Strategic Plan which requires Council approval)
  - b. Recommend for Council to approve and adopt the Youth Justice Strategic Plan (a Policy Framework document).

### **BACKGROUND and BRIEFING DETAILS:**

2. Southampton's Children and Young People's Strategy expired in 2020, and the Children and Learning Service have worked with the Policy and Strategy Team to develop a new strategy. The Children and Young People's Strategy 2022-2027 aims to provide a strategic direction for Southampton to improve the outcomes for children and young people across the city. The strategy has been co-produced with input from over 300 children across schools and youth projects and from parents, the service, Special Educational Needs and Early Help forums.
3. The strategy will aim to have a positive impact on all children, young people and their families who live, work, and visit Southampton. Data shows that Southampton as a city remains high for levels of deprivation and poverty, and has challenges with community safety, but the strategy will look to review the statistics and work in a collective way to overcome issues the city faces. In order to achieve this, the strategy will focus on:
  - Early intervention, prevention, and inclusion
  - Relationship based work
  - Locality Working
  - A skilled and stable workforce
4. Children & Learning have also used this opportunity to create eight action plans which sit alongside this strategy as well as the service improvement plan. These plans are attached as appendices to the Cabinet report for information, and are as follows:
  - Youth Justice

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- Early Years
- Prevention and Early Help
- Emotional and Mental Health Wellbeing
- Participation
- Education
- Special Educational Needs and Disabilities
- Corporate Parenting

5. As the Youth Justice Strategic Plan is part of the Council's Policy Framework, this item is on the Forward Plan to be considered and adopted by Council.
6. All local authorities have a statutory duty to submit an annual Youth Justice Plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out local youth offending partnerships' responsibilities in producing this plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out:
  - i. How youth justice services in their area are to be provided and funded
  - ii. How the Youth Offending Service or equivalent will be composed and funded, how it will operate and what functions it will carry out.
7. Stakeholders, partners, young people and other interested groups were consulted by the Council during the design and co-production of this Children and Young People's Strategy. The Children and Young People's Strategy has also had Executive Director and Executive Management Board oversight throughout development and drafting phases for this final document. In addition, a range of working groups and one to one discussions with key internal staff, elected representatives and external partners were conducted. Presentations at various stages of strategy development were undertaken to inform and update external partners on progress and to invite feedback.
8. The Council undertook public consultation on the draft strategy (the individual action plans were not included as part of this consultation). This consultation took place between 20th September 2021 and 12th December 2021. The agreed approach for this consultation was to use an online questionnaire as the main route for feedback, however respondents could also write letters or emails to provide feedback on the proposals.
9. The aim of this consultation was to:
  - Communicate the draft strategy clearly to residents and stakeholders
  - Ensure any resident, business or stakeholder who wished to comment on the proposals had the opportunity to do so, enabling them to raise any impacts the proposals may have
  - Allow participants to propose alternative suggestions for consideration which they feel could achieve the objectives in a different way.
10. In total, the Council received 333 responses during this consultation process (268 to the young person's questionnaire, 63 to the main consultation questions, and a further 2

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letters in response to the consultation). Responses were carefully examined, and all feedback has been used to inform revisions and updates to the final strategy version. A full analysis of the public engagement exercise feedback is included in the annex.

11. In production of the Youth Justice Plan, the Council engaged both internally and externally with partners and other stakeholders. The plan was reviewed and endorsed by the Southampton Youth Offending Service Management Board, signed off by the Executive Director for Children and Wellbeing, and has been approved by the Youth Justice Board.
12. The Youth Justice Plan was not subject to a separate public consultation – there is significant crossover in some strategic themes within both the Children and Young People’s Strategy and the Safe City Strategy, which were both separately undergoing full review at the same time and were each subject to a full 12 week public consultation during the last quarter of 2021.
13. The recommendations for Cabinet on 14<sup>th</sup> March 2022 are:
  - a. To adopt the Children and Young People’s Strategy (supporting Action Plans underneath the Strategy – except for the Youth Justice Strategic Plan – are included as appendices for information only, no decision required)
  - b. To recommend that Council approve the Youth Justice Strategic Plan
14. The recommendation for Council on 23<sup>rd</sup> March 2022 is:
  - a. To adopt the Youth Justice Strategic Plan
15. The reasons for these recommendations are as follows:
  - a. To ensure that the City has a coherent and strategic approach to supporting Children and Young People over the next five years
  - b. To ensure that the Council has a clear strategy in place to meet statutory obligations for providing services for children and young people in the City
  - c. To ensure that the Council has met its statutory duty to submit an annual Youth Justice Plan relating to their provision of Youth Justice Services. The priorities within the plan reflect key performance indicators which need to be addressed locally, and also reflect themes set out in the Children and Young People’s Strategy and Safe City strategy.

## **RESOURCE/POLICY/FINANCIAL/LEGAL IMPLICATIONS:**

16. This strategy aims to co-ordinate action that is already being delivered by the Council and its partners. There are no additional resource requirements arising from approving the strategy, as this is already accounted for in existing budgets. Any additional activity identified as part of action plans will be considered for feasibility within normal yearly budgeting activity.
17. The principal vehicle for achieving the service’s strategic aspirations is the Destination 22 programme. The programme’s outcomes framework aligns with the strategic objectives.

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18. Funding for Youth Justice in Southampton comes from a number of different streams; Local Authority, Health, Police and Crime Commissioner, National Probation Service, Youth Justice Board and individual bespoke grant arrangements.
19. The Youth Justice Strategic Plan is a Policy Framework Plan and a legal requirement under the Crime & Disorder Act 1998.
20. A new Children and Young People's Strategic Partnership Board will provide oversight and governance of the Children and Young People's Strategy. Elements of the strategy will be supported in other strategic forums such as the Southampton SEND Partnership Forum, Youth Justice Management Board, Safe City Partnership and Domestic Abuse Strategic Partnership Board.
21. The consultation and design of the proposed strategies and plans has been undertaken having regard to the requirements of the Equalities Act 2010, in particular s.149 the Public Sector Equality Duty 'PSED'. All actions delivered under strategies and associated Action Plans will be implemented having regard to this duty. The Youth Justice Plan has been developed having regard to s.17 Crime & Disorder Act and the need to reduce or eliminate crime & disorder in the local area in addition to the specific statutory requirement to adopt a Plan for the local area.
22. The Children and Young People's Strategy will be considered by Cabinet on 14<sup>th</sup> March 2022. The Youth Justice Strategic Plan, part of the Council's Policy Framework, is required to follow a different governance process and will be considered separately by Full Council on 23<sup>rd</sup> March.

## **OPTIONS and TIMESCALES:**

23. Two alternative options have been considered and rejected:
  - a. An alternative option is to not develop and approve a strategy for children and young people. This is not recommended as it is important for the Council to provide a clear and accessible statement of intent about how it will work with partners to improve outcomes for children and young people in the city.
  - b. Failure to endorse the Youth Justice Strategic Plan could result in removal of Youth Justice Grant which would have significant financial and reputational impact upon the Local Authority.
24. Subject to approval from Cabinet and Council as set out in point 22, it is expected that the new Children and Young People's Strategy (and supporting action plans) and the Youth Justice Strategic Plan will be in place from April 2022.

## **RISK MANAGEMENT IMPLICATIONS**

25. Southampton City Council will have yearly reviews of the Children and Young People's Strategy and will monitor a range of indicators that will be available on the Southampton

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Data Observatory. This data and other analysis will be used to monitor progress and inform the ongoing development of actions to achieve the strategic objectives.

## Appendices/Supporting Information:

Annex 1 – Draft Children and Young People’s (CYP) Strategy 2022 – 27

Annex 2 – Summary Table of CYP Consultation Feedback and Amendments

Annex 3 – CYP Strategy ESIA

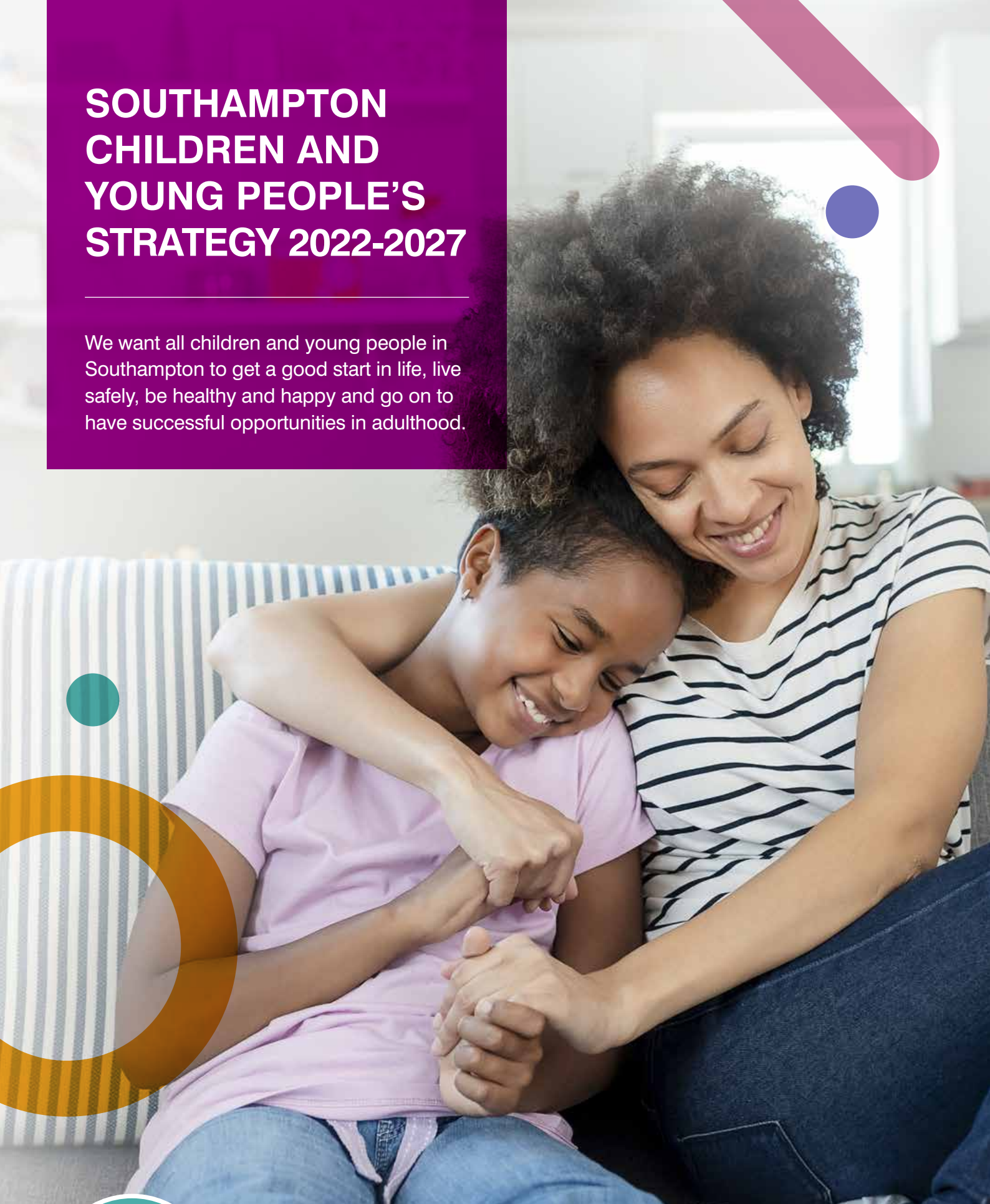
Annex 4 – Draft Youth Justice Strategic Plan

Annex 5 – Youth Justice Strategic Plan ESIA

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# SOUTHAMPTON CHILDREN AND YOUNG PEOPLE'S STRATEGY 2022-2027

We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.



[southampton.gov.uk](https://southampton.gov.uk)



**Children  
& Learning**  
Making a difference





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## Our vision

We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.

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# Foreword

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**Rob Henderson**  
Executive Director – Children & Learning

We want Southampton to be among the best cities to grow up in and I am proud to introduce the new Children and Young People's Strategy, which will make this happen. As a council, we have a clear vision of what we want to achieve for our children and young people and this strategy sets out how we are going to work towards this. Central to our approach are four core principles:

## **Early intervention, prevention, and inclusion**

We will invest in prevention, working with schools and communities to identify needs and deliver services as early as possible, to meet needs at the right time, in the right place and in the right way. We will promote educational inclusion and focus on preparing children for transitions and independence.

## **Relationship based work**

We will build and sustain relationships of trust to build on successes and make change together with: Children, young people, families and carers; One another (colleagues); Schools and colleges; Partners (health, police, voluntary and cultural sectors) and local communities

## **Locality Working**

We will bring our services closer to the communities they serve by changing how and where we work. We will use local knowledge and intelligence (e.g. data and feedback) to ensure communities can access the services they need from us and partners, closer to home.

## **A skilled and stable workforce**

We will build and develop confident, multi-skilled teams and future leaders through a strong learning and development offer and “high support, high challenge” culture, enabling more consistent relationships with children, families, schools and partners.

We know that there is a great deal to do before we deliver the best outcomes for children and we know too that children cannot wait, especially given the issues throughout COVID-19. We are committed as a City to raising standards and expectations and to delivering first class services and practice. Southampton is a city of opportunity and we are determined that our children will be front and centre of our recovery from the pandemic and our strategic approach to the City's development.



**Cllr James Baillie**  
Cabinet Member  
for Education

In Southampton, we are determined to achieve outstanding outcomes for children and young people. We can't realise our vision alone. Effective partnerships with key stakeholders, partner organisations and communities are the key to fulfilling our aspirations for children and families in Southampton. We want to build excellent relationships with partners creating a culture of 'High Support and High Challenge' so that we provide children in Southampton with the services and opportunities that they deserve.

Southampton's vision is to become a Child Friendly City, and we are working towards the goal of accreditation with UNICEF by 2024/25.



**Cllr Peter Baillie**  
Cabinet Member for  
Children's Social Care

### **Our values as a Child Friendly City are to:**

**Be Inclusive** – by becoming a participative city in which children experience meaningful engagement in the design, delivery and place shaping of Southampton.

**Listen** – by implementing a participation framework for children within Southampton City Council's democratic processes within which consultation with children takes place.

**Learn** – by ensuring all strategy and policy is informed by the active engagement of children, with new strategic commitments expressed in child friendly terms to support children's inclusion and participation in civic policy creation.

There are amazing things happening in Southampton and young people are at the forefront of our minds as initiatives such as Child Friendly Southampton and our City of Culture bid develop.

This strategy defines the priorities that we will focus on, with our partners, as we ensure that Southampton is among the best places to grow up, live and work.

## Southampton Children and Young People's Strategy 2022-2027

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### Our vision:

We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.

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### Our priorities:

**Good start in life:** We want every baby and young child to have the care and support they need to give them the best start in life, as this lays the foundations for better outcomes for children at school, and improved life chances throughout adult life.

**Live safely:** We want children and young people in Southampton to be and feel safe in their homes and within their communities.

**Be happy and healthy:** We want all children to live happy, healthy lives, and enjoy good physical, social, emotional, and mental health.

**Learn and achieve:** We want all children and young people to have the skills they need to succeed and are prepared to move into adulthood.

### Our outcomes:

The outcomes that the strategy is designed to achieve are as follows for each headline priority:

#### Good start in life:

- Children and young people will have the best start in life
- Vulnerable families are identified early and supported
- All children are supported to reach their full potential and achieve their aspirations

#### Live safely:

- Services will work together to improve lives and outcomes for all children, young people, and their families
- All children and families get the help they need at the earliest opportunity, within their own communities
- All children and young people, live safely within their homes and families
- Organisations supporting all children and families will work to a common practice framework
- All children and young people will be at the heart of our response
- Young people at risk of harm in the community will receive effective help and protection.

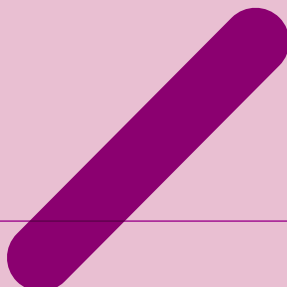


## Be happy and healthy:

- Improving lives of all children
- Children and young people have positive social, emotional, and mental health
- Ensure education settings are inclusive and promote the wellbeing of pupils and staff
- Children and young people adopt healthy attitudes and habits and enjoy physical activity and healthy eating in everyday life for benefits to their physical and mental health
- Children and young people have a positive, informed approach to risk taking
- Children and young people are able to participate and have a voice
- We will ensure that the transition for young people with specific needs from children to adult health and social care services is seamless and that they do not go without services because they reach a specific age.

## Learn and achieve:

- Focus on improving educational progress and attainment
- All children and young people experience suitable, high-quality education that meets their individual needs and enables them to achieve their aspirations
- All young people are provided with suitable and high-quality post-16 education, employment, and training
- Work in partnership with education providers to raise standards for all children and young people
- Provide sufficiency of high quality early years and school places.



## How we will achieve this

### Early intervention, prevention and inclusion

We will invest in prevention, working with schools and communities to identify needs and deliver services as early as possible, to meet needs at the right time, in the right place and in the right way. We will promote educational inclusion and focus on preparing children for transitions and independence.

### Relationship based work

We will build and sustain relationships of trust to build on successes and make change together with: All children, young people, families and carers; One another (colleagues); Schools and colleges; Partners (health, police, voluntary and cultural sectors) and local communities

### Locality working

We will bring our services closer to the communities they serve by changing how and where we work. We will use local knowledge and intelligence (e.g. data and feedback) to ensure communities can access the services they need from us and partners, closer to home.

### A skilled and stable workforce

We will build and develop confident, multi-skilled teams and future leaders through a strong learning and development offer and “high support, high challenge” culture, enabling more consistent relationships with children, families, schools and partners.

# Our focus and approach

**Good start in life:** We want every baby and young child to have the care and support they need to give them the best start in life, as this lays the foundations for better outcomes for children at school, and improved life chances throughout adult life.

**Live safely:** We want children and young people in Southampton to be and feel safe in their homes and within their communities.

**Be happy and healthy:** We want all children to live happy, healthy lives, and enjoy good physical, social, emotional, and mental health.

**Learn and achieve:** We want all children and young people to have the skills they need to succeed and are fully prepared to move into adulthood.

The following diagram illustrates the complex range of factors which can impact on a child's start in life, their ability to live safely in their homes and within communities, their ability to be happy and health, and their education and wider opportunities. In Southampton the challenge of working together to address these complex factors is tested further by the presence of significant social and health inequality. We know that the most important protective factor for children is the quality of parent infant interactions. By building on our existing work with neighbourhoods, we are committed to empowering all families to provide a healthy, stable and nurturing environment for their children and transforming the way we work so that we can offer everyone the help they need.



# Setting the scene

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**Children & Young People (CYP) Definition:** This strategy focuses on children and young people from birth to 18 years and up to 25 years for care leavers and young adults with Special Education Needs and Disabilities.

**Local Picture:** It is estimated that there were approximately 107k dwellings and approximately 260k residents in Southampton in 2019. Children and young people aged 0 to 24 currently make up 36.4% (94,605) of the population, roughly equal male/female. Between 2019-2026, there is a forecasted increase in population of 5.4% overall (+13,960) and 0.7% (+1,910) for 0-24 years.

This strategy builds on previous CYP plans and the city's Five Year Health and Care Strategy 2020 – 2025 "Start Well" framework to provide a vision for achieving improved outcomes for CYP in Southampton over the next 5 years.

## What are the challenges?

**Looked after children:** As of the end of July 2021 there was a total of 511 Looked After Children at Southampton City Council. As of the end of December 2021 there were a total of 543 looked after children at Southampton City Council. Of the 543 looked after children, 392 children (72%) live within a 20 mile radius of Southampton City Council. In Southampton the rate of looked after children is improving with time but remains well above the England average (105 per 10,000 compared to 99.7 for our Statistical Neighbours and 67 for England). Owing to their experiences, both before and during care, looked after children are at much greater risk of poor mental health than their peers. Research suggests that around 45% of looked-after children have a diagnosable mental health disorder, and up to 70%-80% have recognisable mental health concerns.

**Neglect & Domestic Abuse:** Children's early experiences have a significant impact on their development, educational attainment and future life chances. It is estimated that one in five adults aged 18-74 years experienced at least one form of child abuse before the age of 16 (8.5 million people) (ONS, 2020). Southampton is ranked second highest among comparators for cruelty to children/young person crimes with the Southampton rate of 0.8 offences per 1k population significantly higher than the England average (0.4 per 1k population).

This represents a -8.4% decline compared to the previous year, with Hampshire experiencing a -2.6% decline over the same period of 2020/21. However, it is unlikely that this decline reflects a genuine reduction due to repeated periods of lockdown and children spending more time at home, making it more difficult for abuse to be identified. It is expected that volumes will return to pre-pandemic levels and potentially higher through belated reports, as children regain access to their trusted adults through school and other support systems. However, there has been a focus on children over the last year on training for officers on Adverse Childhood Experiences (ACEs) awareness and Voice of the Child. It could be that more offences are being picked up and recognised as a result of increased awareness.

Through the UK Youth Parliament's Make Your Mark Campaign, (national consultation for young people aged 11-18 in the UK), young people raised that Domestic Violence was the biggest issues facing young people in 2020. Around 40,000 young people across the UK highlighted Domestic Violence as being an issue affecting them, Southampton made up 3.6% (1500) of that vote which was above the cities average of 2.7% for other topics. For Southampton, Domestic Violence was raised by young people as a significant concern during the engagement and consultation processes for this strategy, with crime and violence both in the top four priorities Children and Young People raised for the City in the Young People's Consultation.



Local issue (identified by the LGA)	Number of votes	National ranking	Percentage of national votes
1. Domestic violence	1,500	Domestic violence	3.6%
2. Homelessness	1,083	Homelessness	2.7%
3. Access to training and jobs	620	Access to training and jobs	2.7%

The impact of domestic violence on children and young people in the city continues to be significant with:

- 54.3% of Southampton High Risk Domestic Abuse (HRDA) referrals have children and young people in the household (April 19 to March 21)
- 58.9% of child assessments undertaken in 2018/19 had domestic violence recorded as an assessment factor

**Youth Crime & Knife Crime:** Southampton is ranked highest for violent crime among comparator Community Safety Partnerships (CSP's) and 15th highest in England. There was a 7.4% increase in violence against the person offences in 2019/20, and a 2.5% increase in the crime severity score. About a third of crime is accounted for by children and young people (CYP), particularly older teenagers. Between 40-50% of the violent crime in Southampton is by CYP, with high use of knives implicated. The Violence Reduction Unit has highlighted a number of contextual challenges for the city, with Southampton ranking in the top three most violent cities in the UK. Violence Against Women and Girls (VAWG) is particularly high with 1,370 recorded VAWG crimes in 19/20, with 46% of victims aged under 25 years old.

**Mental Health:** Children and Young People's mental health is a concern in Southampton as it is estimated that 11.7% of 11-19-year olds have a mental health condition, which is becoming more prevalent. In Southampton over 1 in 100 15-19-year olds have had a hospital admission for self-harm, nearly twice that of England.

**SEND:** In Southampton 20% of children have Special Educational Needs and Disability (SEND), which is higher than the national average of 15.9%. Pupils with SEND living in Southampton do well in comparison with the SEND national averages in the early years, (% reaching a good level of development at foundation stage) but perform worse than the national average of those with SEND at age 16

**Impact of Covid-19 in Southampton:** Covid-19 has had a significant impact on our city and this strategy is an opportunity to rebuild from the pandemic in order to support our communities:

Mental health has worsened during the pandemic and there has been a significant peak in Children and Young People seeking mental health support. Children and Young People have shown that they are particularly worried about catching the virus, schoolwork and grading, as well as returning back to education. NO LIMITS conducted a survey in August 2020 of 180 Children and Young People aged 8-25 years and the standout results included:

- 65% felt that their mental health had worsened during peak of lockdown, particularly female and non-binary Children and Young People. This reduced to 54% when restrictions lifted.
- 5.3% of females never felt optimistic about the future, compared to 2.6% of males
- 14.7% never felt useful during lockdown, and 31.8% some of the time
- 33.3% able to think clearly sometimes, 19.7% rarely and 10.7% none of the time

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In terms of physical health, due to the partial closure of schools, early years settings, clubs and activities it is likely that there will be a rise in childhood obesity, particularly amongst more economically deprived children. The partial school closures have not only impacted physical health, but it has widened the gap for Children and Young People due to:

- Some children having less access to technology
- Less time spent learning
- Young carers were impacted by the challenges of having to care for clinically extremely vulnerable relatives, who had reduced capacity to care for children themselves
- Reduced support from parents/carers compared with their peers
- Unemployment as a result of retail and hospitality closures in the city has impacted 16 to 24 year olds more than other age ranges
- In May 2021 10.1% of the working age population were not in employment and claiming Universal Credit
- Free School Meal rates in the 20% most deprived wards was 3.7 times higher than in the 20% least deprived

In relation to physical activity in particular, we know that:

- COVID-19 has caused a drop in physical activity levels in children
- Children and young people were less active compared with previous years (national)
- Children from least affluent families and BAME communities were worst affected. Active play, informal activity and team sports all decreased
- Reductions in those activities alongside the resulting loneliness and boredom children have experienced from extended periods of isolation, may have a continued impact on physical and mental wellbeing in children

Covid-19 has caused an impact on the safety of children and young people in Southampton. The number of safeguarding calls made to Solent NHS trust increased with the COVID pandemic, notably for children. It has also been recognised that the lockdown associated with COVID will likely exacerbate domestic crime.



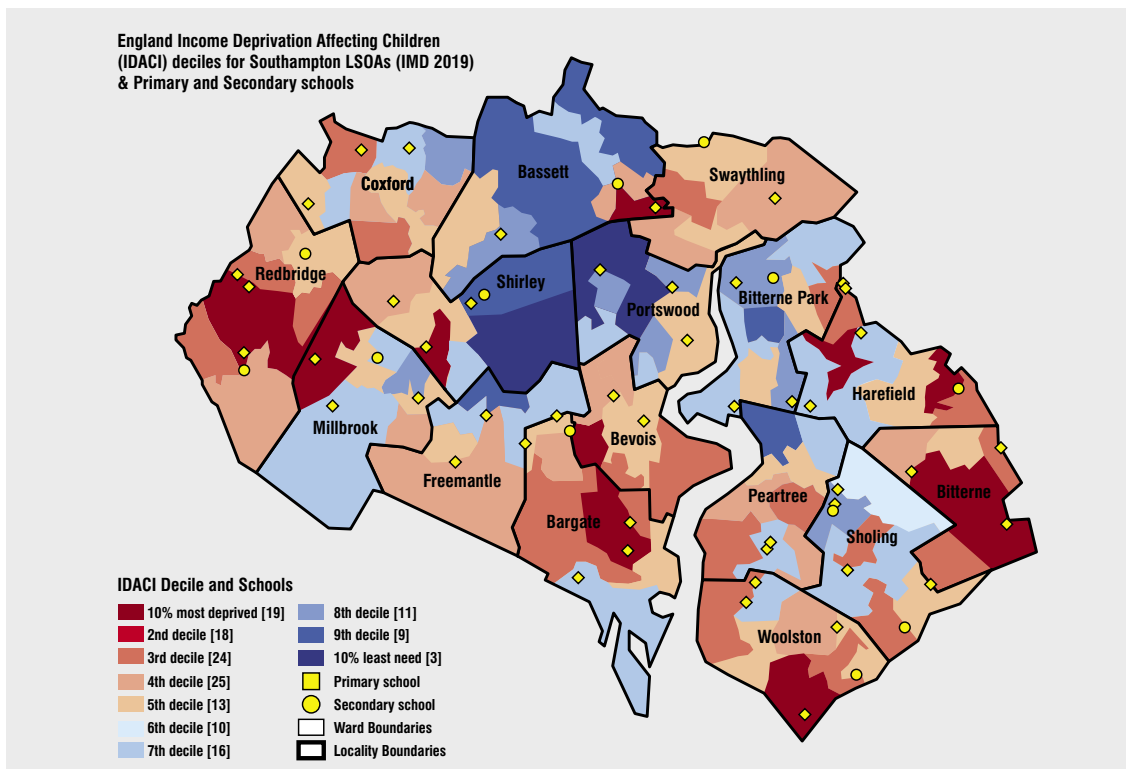


# Overarching Theme: Raising living standards & confronting deprivation:

Our services need to be reflective of our local community and diversity. Southampton is a relatively deprived city, with children and young people disproportionately affected. About 1 in 5 children are in low income families and will experience poor housing, family debt and financial anxiety, and food insecurity. The COVID-19 pandemic has led to an exacerbation of deprivation and inequalities. In November 2020, 16.7% of the working age population in Southampton were claiming universal credit – nearly twice that of January 2020 (8.8%), which will impact on families and so children and young people.

In Southampton, 19 of the 148 neighbourhoods fall into the 10% most deprived neighbourhoods nationally. Overall, Southampton is ranked the 55th most deprived local authority area in England (IMD 2019). Despite improvements, comparing the most deprived 20% of Southampton to the least deprived 20%, outcomes for children and young people show inequalities:

- Mothers smoking at booking/ initial registration of pregnancy = 4.32x higher
- Breastfeeding at initial check = 1.38x lower
- Teenage maternities = 3.05x higher
- Low birth weight of full-term babies = 1.63x higher
- Prevalence of obesity = 1.72x higher for Year R children & 1.76x higher for Year 6 children
- Child poverty = 4.8x higher
- Looked after children = 3.95x higher
- Lower progress 8 attainment score = -0.47 in the most deprived & 0.17 in the least deprived





12% of Southampton's population live in the 10% most deprived areas, but 18% of under 18-year olds are in the most deprived areas. Deprivation is not spread equally throughout the city, with high deprivation seen in local ward areas such as Bevois, Woolston, Bitterne, Redbridge and Swaythling. Those that live in the most deprived quintile of Southampton have poorer outcomes across several areas, including child poverty, breastfeeding, maternal smoking, obesity, educational attainment and proportion of looked after children.





# Priority 1: Good start in life

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We want every baby and young child to have the care and support they need to give them the best start in life, as this lays the foundations for better outcomes for children at school, and improved life chances throughout adult life.

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## What do we know?

Health and wellbeing in the first years of a person's life, particularly from conception until 5 years of age, has a significant impact into adolescence and adulthood. Giving every child the best start in life is endorsed as the most important recommendation for reducing health inequalities in the Marmot Review as it can break the links between early disadvantage and poor outcomes later in life.

By the age of three there are already disparities in cognitive, developmental, social and wellbeing levels between those children living in more deprived areas and others, and this gap continues to widen throughout childhood. Early prevention and intervention are about building protective factors and reducing harm at the earliest stage, so children and young people have the best opportunities to thrive.

“The period from pregnancy to age 3 is when children are most susceptible to environmental influences. Investing in this period is one of the most efficient and effective ways to help eliminate extreme poverty and inequality, boost shared prosperity, and create the human capital needed for economies to diversify and grow.”

**UNICEF, World Bank and World Health Organisation,  
Nurturing Care Framework.**

Children need nurturing to develop their full potential and experience better outcomes. This includes conditions that promote health and wellbeing, nutrition, safety and security, responsive caregiving, and opportunities for early learning. These conditions in turn, promote an intergenerational and constantly improving cycle of positive parenting and happy and healthy family life.

## Priority 1: Key facts and figures

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### Population of under 5's:

5% of the city's population or 15,142 are under 5 years of age (Registered with the CCG, January 2019).



### Smoking at birth:

About 1 in 8 women smoke at the time of delivery.



### Breastfeeding:

It is recommended that all infants are exclusively breast fed until 6 months, however by 6-8 weeks only about half of babies are breastfed in Southampton. Although low, this is better than the England average – demonstrating a wider national issue.



### Premature births:

Southampton performs significantly better than the England average with about 65 preterm births per 1000 live births.



### Foetal Alcohol Syndrome:

This is growing, and it is likely that the numbers of women drinking alcohol, and particularly those drinking harmful amounts of alcohol during pregnancy is underestimated.



### Vaccination:

Southampton tends to perform well for childhood vaccinations, including first vaccines in a multi-dose vaccination course, but less well for follow up vaccinations suggesting that access rather than beliefs could be the key barrier.

**Ofsted Results:**

100% of Ofsted registered early years' group settings (96) in Southampton which have been inspected were judged to be at least 'good' in their last inspection. This compares with 96% nationally.

**Development:**

71.1% of Southampton's 5 year olds were judged to have reached a good level of development in the Early Years Foundation Stage in 2019, this compares with 71% in 2018, 70% in 2017 and 2016, and 66% in 2015.

85.8% of Southampton's Year R pupils were judged to be at least the expected level in Listening and Communication, compared with 84.9% for our statistical neighbours. In the area of Understanding, 84.8% of all children in Southampton reached at least the expected level, compared with 84.3% for our statistical neighbours. And in the area of Speaking 84.3% of Southampton's children reached at least the expected level, compared with 84.1% for our statistical neighbours.

**Education:**

3,943 3 and 4 year olds claimed funded nursery education in Summer term 2021; this is a decrease from last year (4,135 – Summer term 2020). 1,630 3 and 4 year olds are funded to attend more than 15 hours a week term time, or 570 hours a year. 71% of eligible 2 year olds are attending funded early education (Summer 2021), this is an increase on the previous year (68.7% in Spring term and 64.2% in Autumn Term).

## Key projects/activity – case study example

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- PATH (Perinatal mental Health): is an EU-funded project which will enable women, families, and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues. The project will run from 1 February 2019 to the 30 September 2022. It receives funding from the European Regional Development Fund, has a budget of over £7.3 million and involves partners from the UK, the Netherlands, France, and Belgium. The Health and Europe Centre is the lead partner in the initiative and will be working with Southampton City Council and other organisations.
- No Limits “Bright Beginnings”: provides individualised support for young parents and their babies from pregnancy to two years. Counselling and therapeutic work: One to one work and group work, including supporting parents. LGBTQ+ safe awareness raising and exploratory offer through education establishments, youth groups, etc. Support groups: young carers.
- The Healthy Child Programme: launched 11 years ago, is the national evidence based universal programme for children aged 0-19 (focused on two age bands under and over 5’s). The programme provides the bedrock for health improvement, public health and supporting families. The programme is a core element of the City’s Integrated Early Help & Prevention Services. The clinical work is led by health visitors and school nurses, who work in partnership with a range of professionals and agencies to support children and families.
- Caseloads are organised into Universal, Universal Plus and Universal partnership plus in order to identify families who require additional support. The Health Visiting teamwork within locality family hubs alongside their colleagues from Early Help, Sure Start, Social Care and education to provide integrated interventions and advice.
- In addition to this the 0-19 team have developed an Enhanced Child Health Visiting Offer (ECHO) to provide extra help and support to families who need it (up to 30 contacts for children up to 3 years of age).
- Early years providers are supported to complete Healthy Early Years Awards in physical activity, healthy eating, and oral health. A recent Ofsted report stated that “Staff recognise the importance of helping children to keep their bodies healthy. They teach children about good oral health. Children learn how to clean their teeth thoroughly to reduce the risk of cavities. Staff provide good advice to parents about the nutritional values of food.
- Sure Start Family Hubs: hubs and spokes model of integrated family support inclusive of the 20 years of Sure Start delivery and learning in the City. There are currently 7 core Family Hubs within three designated locality areas, with additional outreach delivery at a variety of community based premises.
- The Family Nurse Partnership (FNP): is well established in the City having delivered the Programme for the last 11 years. FNP is a voluntary home visiting Programme providing intensive support for vulnerable first-time young mothers and their families. At any one time, the FNP is actively working with up to 100 families, providing targeted interventions for up to two years. Its primary aims are supporting healthy pregnancy, improving children’s health and development and helping young parents plan their own futures and achieve their aspirations. The FNP criteria for engagement include all first-time mothers aged 16 years and under, first-time mothers aged 17-24 with at least 2 additional vulnerabilities, as well as care leavers under 24 years. FNP seeks to engage mothers by 16 weeks of pregnancy but can take clients up to 28 weeks pregnancy. Each WTE nurse can work with up to 25 clients.
- DWP Reducing Parental Conflict national and local programme delivery to test approaches for reducing parental conflict.

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- Empowering Parents, Empowering Communities (EPEC): is a proven method of prevention and early intervention that helps children and families get the very best start in life. EPEC parenting courses are led by local parent facilitators who have completed EPEC training and receive ongoing training, supervision and support from Early Help practitioners trained in the delivery of the EPEC programmes listed above. Our EPEC Hub provides the expertise, organisation, ethos, and oversight to ensure safe, high quality, and effective practice.
  - Universal support: Since 2010 Southampton City Council have invested in the ECaT Programme and fund a senior therapist for 3 days per week. Every Child a Talker (ECaT) is designed to help practitioners and parents create a developmentally appropriate, supportive, and stimulating environment in which children can enjoy experimenting with and learning language. 78 Settings also deliver BLAST (Boosting Language Auditory Skills and Talking), with support from the Speech Therapist who leads on the ECaT programme.
- BLAST, which is designed for 3 and 4 year olds, works on the underpinning skills for language, communication, and literacy; turn taking, discrimination, listening, attention and social communication as well as developing basic language skills.
- Specialist support: Speech and Language Therapy is provided by the Solent Integrated Children's Therapies Team. Children are seen for a short screening assessment at a 'Drop-in' as part of Family Point clinics at their local family hubs, or seen for a lengthier Speech & language Therapy or multidisciplinary assessment at the family hub or the Children's Development Centre.
  - Portage: Support for families who has a child aged 3 or below who is delayed in 2 or more developmental areas, but at least 6 months.
  - Early Bird: Parent training and support programmes to support the understanding and managing of needs for children under 5 who have been referred for autism assessment or who have a diagnosis of autism.





# Priority 1: Key projects

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>Children and young people will have the best start in life</p>	<ul style="list-style-type: none"> <li>• We will ensure families have access to high quality antenatal and postnatal services so that they have the care and support they need, and their child has the best early start to their life.</li> <li>• We will ensure there is a well-trained and comprehensive public health workforce that supports families to build the nurturing relationships that enable a child to thrive.</li> <li>• We will promote interventions and initiatives that support better outcomes for children; in their early years and also which can support health and wellbeing in later life.</li> <li>• We will support settings and Early Years practitioners to raise outcomes for disadvantaged children so that gaps between disadvantaged and non-disadvantaged children are narrowed at the end of Early Years Foundation Stage (EYFS).</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy:               <ul style="list-style-type: none"> <li>o Early Years</li> <li>o Prevention and Early Help</li> <li>o Emotional and Mental Health Wellbeing</li> <li>o Corporate Parenting.</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
Vulnerable families are identified early and supported	<ul style="list-style-type: none"> <li>We will have robust early help and prevention strategies, services and interventions in place to build protective factors and reduce harm at the earliest stage, so that all children have opportunities to thrive.</li> </ul>	<ul style="list-style-type: none"> <li>The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>Early Years</li> <li>Prevention and Early Help</li> <li>Emotional and Mental Health Wellbeing</li> <li>Service Improvement Plan and Outcomes Framework.</li> </ul> </li> <li>Additional information and objectives on this outline/focus area will also be available in the upcoming Domestic and Sexual Abuse (Violence Against Women and Girls) Strategy and in the upcoming Tobacco, Alcohol and Drug Strategy (both in development, due late 2022).</li> </ul>
All children are supported to reach their full potential and achieve their aspirations	<ul style="list-style-type: none"> <li>We will have robust communication, speech and language services and interventions in place to ensure children develop their full potential.</li> <li>We will promote opportunities for children to thrive in all areas of their development, including through play.</li> <li>We will identify and support children (and their families) that are in need of additional support to enable them to reach their full potential.</li> </ul>	<ul style="list-style-type: none"> <li>The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>Early Years</li> <li>Education</li> <li>Corporate Parenting</li> <li>SEND.</li> </ul> </li> <li>Additional information and objectives on this outline/focus area can also be found in the Autism Strategy.</li> </ul>



## Priority 2: Live safely

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We want children and young people in Southampton to be and feel safe in their homes and within their communities.

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### What do we know?

Southampton is a safe place for the majority of children and young people. However, for those who are particularly vulnerable: the numbers of children in Southampton who experience neglect and /or are victims of domestic abuse are comparatively high and this can be exacerbated by levels of deprivation in some parts of the city. The numbers of children subject to child protection plans, looked after children and young people involved in serious youth crime are higher than statistical neighbours.

We recognise that many vulnerable children and young people also experience complex needs relating to Special educational needs (SEN), speech and language difficulties, trauma and other welfare related issues. In addition, some young people can be at risk from 'contextual' factors, outside of their families or homes. Building relationships with these young people can support better decision making, improve education, training and employment outcomes and also increase resilience and decrease risks to themselves and others.

“Children and adolescents can recover from the negative things they have experienced, with the right support... we need to be prepared to make sure schools, teachers, children’s social care, and other safeguarding partners are ready to support every young person who has suffered.”

**Chief Executive – NSPCC**

Youth justice work puts the child first through a robust consideration of the needs they have and the risks they face. This is a guiding principle in any work undertaken with a child involved in offending. All of these complexities mean outcomes for children in terms of education, training and employment to education, training and employment (ETE) can be poor but that improving experiences in ETE can also increase resilience and decrease risks to themselves and others. We recognise that with the increase in prevalence of gang related violence, county lines and other forms of exploitation, more and more of our children are vulnerable to exploitation and serious harm outside of the family home. The context in which they live means they can present risks towards others as a result, which impacts on individuals and communities.

All services will need to embed a new Serious Violence Duty in 2022. The Domestic Abuse Act 2021 defines children of households experiencing Domestic Abuse as victims in their own right.

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## Priority 2: Key facts and figures:

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### **Neglect:**

In 2020/21 Southampton ranked second highest among comparators for cruelty to children/young person crimes with the Southampton rate of 0.8 offences per 1k population significantly higher than the England average (0.4 per 1k population). • This represents a -8.4% decline compared to the previous year, with Hampshire experiencing a -2.6% decline over the same period.



### **Domestic Abuse:**

The impact of domestic violence on children in the city continues to be significant:

- There were 4,804 domestic flagged crimes in Southampton during 2020/21.
- The total number of cases referred to High Risk Domestic Abuse (HRDA) in 2021 increased to 1055 from 792 in 19/20
- 54.3% of Southampton High-Risk Domestic Abuse Arrangements (HRDA) referrals have children and young people in the household 2020/21
- 58.9% of child assessments undertaken in 2018/19 had domestic violence recorded as an assessment factor
- In 2020/21, of 6,773 contacts and referrals, 510 (7.5%) were from Children's Services representing an approximate doubling from 2019/20.
- There were 2,779 Children where Domestic Violence was identified during assessment.



### **Youth Crime & Knife Crime:**

About a third of crime is accounted for by CYP, particularly older teenagers. Between 40-50% of the violent crime in Southampton is by CYP, with high use of knives.

- 4208 crimes involved in children under 18 in 2019/20
- 2464 violent crimes in 2019/20 involved children under the age of 18.



### **Youth Reoffending:**

Percentage of youth offenders who reoffend is 38.4%, which is the same as the England and Wales average.

Southampton also has a lower than average number of reoffences per youth reoffender at 3.8 reoffences (compared to 4.0 for England and Wales).



### **Poverty:**

Children who live in poverty are at greater risk of becoming involved in crime, either as victim or perpetrator. 10,286 (22%) of children in Southampton are living in relative low-income families.



### **Adverse Childhood Experiences:**

Many ACEs relate to abuse or neglect, and domestic violence, and parental substance use. Examples of ACEs:

- Emotional, physical and sexual abuse
- Emotional or physical neglect
- Violence against household members
- Parental abandonment through separation or divorce
- Living with household members who were substance abusers, mentally ill, suicidal or imprisoned
- Household member in prison
- Bullying or exposure to community or collective violence



### **First time entrants (to the youth justice system)**

Southampton FTE rates from the last national indicator is 352 per 100,000, our statistical neighbours is 284 per 100,000 and the national average is 211. We are also not reducing at the same rate, with Southampton decreasing at -1.4%, statistical neighbours decreasing at 8.9% and the national rate is 12.4%. This means that we have more children coming into the youth justice system than the national average and what we are currently doing to tackle and reduce this is at a much slower rate than the national average.



### **Care Leavers:**

At the end of July 2021, 84% of Care Leavers were not in suitable accommodation.



# Key projects/activity – case study example

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## Key Projects / Activity – Case Study Example

- The Children and Learning Service Destination 22 programme sets out the key areas of transformational work across the system. It provides the opportunity to:
  - o Address multiple and interconnected needs and risks holistically.
  - o Increase the timeliness of decision making and work with children, young people, and families.
  - o Provide earlier intervention (direct work) with families in need in order to prevent the identified risks from escalating.
  - o Reduce the number of referrals to Children's Social Care
  - o Reduce duplication and remove service specific referral criteria/ thresholds and reduce duplication
  - o Cost efficiencies.
- In 2019, Ofsted reviewed the Rapid Response service and found that:

'Children with more urgent needs are seen quickly by a rapid response service which provides an initial six-week programme to address many of their unmet needs. Curious and knowledgeable practitioners work alongside families to effect change and improve children's daily experiences.'

- The community support hub worked with a wide variety of partners across the City from our community, voluntary and faith sectors to provide support.
- There is a Kicks and Switching Play/Chances Programmes available in the city to support children and young people to divert from crime but also to support those that have already offended.
- Children and Young People's specialist resource hub - This will provide a specialist response to vulnerable children and young people with complex needs in Southampton, to help prevent entry into care and long-term residential placement. (Design 2020/21 & Deliver 2021/22).

- Southampton Children and Learning Service have launched its practice framework, 'Our practice – making the difference for children & families'
- Within a restorative practice approach, it blends evidenced-based ways of working with families that include Trauma Informed Practice, Systemic Practice, Motivational Interviewing and Strengthening Families.
- The Star Project is Yellow Door's award-winning education and outreach initiative which works in schools and youth venues to promote healthy relationship skills and reduce the high incidence of domestic and sexual abuse locally. The project also raises awareness of support services via creative and innovative workshops offering specialist interventions that explore consent, respect, mutuality, coercion, sexual exploitation, risk and the impact of substance use.
- The Phoenix Team are Southampton's Pause Practice, linked to the National charity PAUSE: Creating Space for Change. The service is a trauma-informed relation-based intensive support service aimed at women aged 18-44 who have had their children permanently removed from their care and remain at risk of repeat pregnancies and removals of subsequent children. They support women to take a 'pause in pregnancy' with the use of long-acting reversible contraception which gives them space to make adjustments to their own lives. Through an intense programme of support, through a systemic lens, the service aims to support women to break this cycle, and give women the opportunity to reflect, tackle destructive patterns of behaviour, and to develop new skills and responses that can help them create a more positive future.
- Southampton Voices Unite is Southampton's Children in Care Council. Our looked after children are engaging positively and robustly in the development of the Southampton Corporate Parenting Strategic Plan and what they think the priorities should be.

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- There is a strategic vision of Southampton as a 'child-friendly' city, clearly stated values and a commitment to developing restorative practice. The staff are highly motivated, skilled, and creative in engaging young people.
  - MET: Ofsted Focused Visit – May 2021: The missing, exploited, and trafficked team provides effective oversight and review of children at risk of, or experiencing, criminal or sexual exploitation. Work undertaken by the team reduces risks and strengthens the safeguarding of children in the greatest danger. Most children who go missing participate in informative return-home conversations that assist professionals in understanding their peer associations and the serious risks to which they are exposed. Leaders recognise that there is more to do to further develop rigorous, system-wide responses to children exposed to harm outside their families.





## Priority 2: Key projects

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>Services will work together to improve lives and outcomes for all children, young people, and their families</p>	<ul style="list-style-type: none"> <li>• We want to improve our understanding of the experiences of children and young people so we can offer the most effective service to them.</li> <li>• An acknowledgement of the experiences of service users from minority communities will be central to our collective response to reducing inequalities; and we challenge the impact of disproportionality, structural inequalities and perceptions of services being delivered differently within communities.</li> <li>• We want to work with partners to create a culture of prevention and early intervention; driven by effective multi-agency working within localities and those areas of most need.</li> <li>• We will ensure the most vulnerable children and young people in Southampton are identified and supported to reduce inequalities in their life chances' and to instead read 'to improve their life chances.</li> <li>• We will ensure all children and young people feel welcomed, valued, respected and supported.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Early Years</li> <li>o Prevention and Early Help</li> <li>o Service Improvement Plan and Outcomes Framework.</li> </ul> </li> <li>• Additional information and objectives on this outline/focus area can also be found in the Diversity Strategy.</li> </ul>
<p>All children and families get the help they need at the earliest opportunity, within their own communities</p>	<ul style="list-style-type: none"> <li>• We want to make it as easy as possible for children and families to access the services they need.</li> <li>• We want to strengthen our Early Help offer so it is robust and reduces the escalation of families' needs into social care.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Early Years</li> <li>o Prevention and Early Help</li> <li>o Youth Justice</li> <li>o Service Improvement Plan and Outcomes Framework.</li> </ul> </li> <li>• Additional information and objectives on this outline/focus area can also be found in the new Safe City Strategy (expected April 2022).</li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
All children and young people, live safely within their homes and families	<ul style="list-style-type: none"> <li>• We want our children in care to have meaningful, enduring relationships with adults who they trust within the services that are there to help them.</li> <li>• We want to ensure that services intervene effectively when children experience neglect, are victims of domestic abuse or live in homes where parents experience mental health and / or substance use issues.</li> <li>• We want to make sure that children and young people are supported to stay at home safely or live elsewhere in safe, stable and well-matched care and accommodation that enables them to thrive.</li> <li>• We want our looked after children to live close to their local areas when possible.</li> <li>• We want to increase the percentage of care leavers in suitable accommodation.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Prevention and Early Help</li> <li>o Corporate Parenting</li> <li>o Service Improvement Plan and Outcomes Framework</li> </ul> </li> <li>• Additional information and objectives on this outline/focus area will also be available in the upcoming Domestic and Sexual Abuse (Violence Against Women and Girls) Strategy (in development, due late 2022).</li> </ul>
Organisations supporting all children and families will work to a common practice framework	<ul style="list-style-type: none"> <li>• We want to ensure that children and families get a consistent response from services, which translates restorative principles into practice that makes a real difference. We will implement this with the support of the Local Safeguarding Children Partnership.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Making the Difference Practice Framework</li> <li>o Emotional and Mental Health Wellbeing</li> <li>o Service Improvement Plan and Outcomes Framework</li> <li>o Participation.</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>All children and young people will be at the heart of our response</p>	<ul style="list-style-type: none"> <li>We want children and young people to know how to keep themselves safe and to make positive choices about their safety and wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>Making the Difference Practice Framework</li> <li>Emotional and Mental Health Wellbeing</li> <li>Service Improvement Plan and Outcomes Framework</li> <li>Participation.</li> </ul> </li> <li>The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>Participation</li> <li>Corporate Parenting.</li> <li>UNICEF Accreditation to become a Child Friendly City</li> </ul> </li> </ul>
<p>Organisations supporting all children and families will work to a common practice framework</p>	<ul style="list-style-type: none"> <li>We want to ensure that children and families get a consistent response from services, which translates restorative principles into practice that makes a real difference.</li> </ul>	<ul style="list-style-type: none"> <li>The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>Making the Difference Practice Framework</li> <li>Emotional and Mental Health Wellbeing</li> <li>Service Improvement Plan and Outcomes Framework</li> <li>Participation.</li> </ul> </li> </ul>









## Priority 3: Be happy and healthy

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We want all children to live happy, healthy lives, and enjoy good physical, social, emotional, and mental health.

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### What do we know?

All children and young people in Southampton deserve to be happy and healthy. All health and wellbeing issues in Southampton tend to develop throughout childhood and early adulthood, with progressively worse outcomes compared to National averages. These issues peak in young people in relation to obesity, educational attainment, mental health, and A&E attendances, including unintentional and deliberate injuries. Good physical and mental health plays an important part in helping them to live a fulfilled life. From the earliest years through to adolescence, children need support to develop the protective factors that support good social and emotional wellbeing, healthy relationships, and enable them to make informed and positive choices that affect their physical and mental health. Children and young people also need access to opportunities to thrive; from access to safe spaces to play and be active, safe and secure housing, access to interventions and services, through to education and other programmes that promote robust personal, social, health and economic outcomes.

“Our well-being growing up can have a serious impact on future mental health. We found that children who are not happy with their lives at 14 are more likely than others to have symptoms of mental health issues by the time they are 17.”

**‘The Good Childhood Report,’ The Children’s Society – 2021.**

Healthy, strong relationships with family, friends and professionals can help our children and young people to feel happier and more secure, as well as build a sense of belonging and self-worth. It’s important that everyone, and especially families, encourage their children and young people to share their feelings and know they are understood. Some families need additional help to enable them to do this, including families with multiple complex needs, and interventions and services need to be both restorative and trauma-informed in their practice.

## Priority 3: Key facts and figures:

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### Poverty:

30.4% (10,018) of Southampton pupils in state funded schools are known to be eligible for free school meals, significantly higher than the England average of 20.8% in 2021. Communities with higher levels of deprivation have the highest proportion of children and young people with multiple physical and/or social, emotional and mental health needs.



### Mental Health:

An estimated one in eight 5-19 year olds in Southampton have a mental health disorder. Nationally, 50% of mental health problems are established by age 14 and 75% by age 24. National and local surveys, and feedback from young people, parents and professionals in Southampton, suggest that the mental health of young people has worsened with the impact of COVID-19, which has disproportionately impacted children and young people in relation to time away from education settings and friends.



### Suicide and self-harm:

Death by suicide is the biggest killer of young people in the UK yet is preventable. Southampton has a similar rate of suicide across all ages to the England average, and higher than average levels of young people that self-harm; over 1 in 100 15-19-year olds have had a hospital admission for self-harm, nearly twice that of England



### Housing:

Results of the 2011 Census showed that around 14% of households in Southampton are defined as overcrowded (national average of 8.7%), and around 11% live with fuel poverty. Overcrowding and fuel poverty both create challenges for children and young people in relation to health (i.e. respiratory illness, sleep problems, mental health needs), education and related outcomes.



### Admissions to hospital:

Southampton has similar rates to England for non-accidental admissions, but overall has a higher number of emergency admissions, largely driven by older children.



### **Alcohol use:**

Southampton has higher than national average rates of hospital admissions for alcohol specific conditions in under 18-year olds, and particularly high rates for females under 18 years.



### **Sexual health and teenage pregnancy:**

The high under-18 teenage conception rate in Southampton has decreased over time (18 per 1,000) and is now not significantly different to England. Southampton has a much higher rate of newly diagnosed STIs than the England average, as well as inequalities between ethnic groups and areas of high and low deprivation. Southampton tests a high proportion of young people for STIs.



### **Obesity:**

The proportion of obese children in Southampton increases significantly between reception and year 6. By year 6, 37.6% of children in Southampton are overweight with nearly a quarter obese. This is significantly worse than England but reflects a growing national trend.



### **Vulnerable children:**

Many adverse childhood experiences (ACEs) relate to abuse or neglect, parental substance use, and domestic violence, all of which have been exacerbated by the COVID-19 pandemic.



### **Physical Activity:**

Nationally it is estimated that more than half of children (56%) are not meeting physical activity guidelines of 60 minutes every day, and a third (33%) do less than 30 minutes every day.



## Key projects/activity – case study example

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- Hampshire Constabulary: Community Support Officers (PCSOs) work within Early Help Hubs to identify families of concern and prevent siblings of offenders from falling into a life of crime.
- Community Engagement and Cohesion Team's: will work closely with communities and community representatives to help improve our intelligence and insight so the diverse needs of communities can be understood.
- Voluntary and Community Services: provide a range of services including youth work, counselling, therapeutic groups, dedicated safe space for young people to explore being happy and healthy, programmes which support both physical and mental health, outdoor learning, social prescribing – connecting CYP with communities. Examples include:
  - Re:minds: a parent-led organisation supporting families whose children have neurodevelopmental or mental health needs. They provide a range of activities including drop-in sessions, support, and advice groups e.g. Autism and ADHD, transition, a lending library.
  - Kooth: a digital well-being service including counselling for young people aged up to 26 years old.
  - Neurodevelopmental Support: review diagnostic pathways and continue to improve support pre, during and post diagnosis.
  - NHS 111: Mental Health offer for Young People enabling advice, support and signposting to be provided 24 hours a day, 7 days a week, all year round for any young person contacting NHS 111, including direct signposting to No Limits young people's service.
  - Hospital Emergency: implementation of an acute psychiatric liaison team and youth worker support for CYP presenting with issues relating to mental health.
- Mental Health in Schools Team: provide evidence based intervention for low to moderate mental health issues in education settings and support the Senior Mental Health Lead in education settings to develop their whole school approach.
- Educational Psychology Service offering a comprehensive package of support including supervision, training, and group support.
- Evidence-based training offer/support and consultation package to settings supporting pupils with Emotionally Based School Attendance (EBSA) has now been developed.
- Recent appointment of a Specialist Educational Psychologist for Emotional Wellbeing jointly funded with Solent CAMHS -providing Clinical Lead in the MHST (Mental Health in Schools team) and supporting the Team Manager.
- Roll out of the Educational Psychology Service consultation phone line for all Children's Services staff and parents. Coaching and supervision for school staff (including DSLs) provided by the Educational Psychology Service.
- The Saints Foundation offer: programmes for children and young people which support both their physical and mental health.
- Tackling child hunger: We will continue to deliver the 'Feed the Future' programme by offering free healthy snacks in Southampton schools. We will offer more healthy foods for families in poverty through the summer school holiday break holiday hunger scheme.
- Healthy High-5 award: developed with schools aims to provide a healthier environment for children in their care. It supports schools to improve standards for healthy eating, physical activity, and mental health.
- Young Health Champions: a qualification for young people to become peer mentors to support others with healthy lifestyle choices including mental health, sexual health, and substance use.



- No Limits is commissioned to provide a drug and alcohol service for children and young people under 25 years old. This includes working with all participating schools to run regular 'Buzz' sessions in which drugs awareness is discussed with year 10 pupils.
- CGL provides drug and alcohol treatment services for adults aged 25+, including for people with children, supported by Parent Support Link.
- Southampton Healthy Ambition are providing targeted education and support to those at highest risk.
- Alcohol Education Trust: has provided interactive games, resources and training for people working with young people to help keep them safe around alcohol, strengthen resilience and make informed choices.
- The Local Safeguarding Children's Board/ Local Safeguarding Adults Board are promoting an understanding that drug use may be a complex, chronic, relapsing, and remitting condition that requires individualised, person-centred care and support.
- Violence Reduction Unit (VRU) programme: VRU-funded interventions such as the

Navigator programme at A&E. When in hospital, there is a reachable moment when the patient can be reflective and open to intervention. The A&E Navigators build trust with patients who present at hospital because of existing issues including substance abuse, mental health issues, poor diet or personal care and violence itself. The patient is signposted to a local support agency in an attempt to prevent further violence and incidents which could lead them back into hospital.

- Involvement of children in Child Friendly Streets (Transport), the design of safe walking and travel routes to schools.
- Introduction of Children's Mayor, Youth Council, and internal scrutiny processes
- Hampshire Constabulary Strategic Plan for Child Centred Policing.
- PfA Audit Tool DfE Partner input to support audit of processes and dedicated regional support to work with neighbouring LA's to establish and fill gaps.

## Priority 3: Key projects

Outcome / Focus	What do we want to achieve?	Where to find further details
Improving lives of all children	<ul style="list-style-type: none"> <li>• We will seek to address and mitigate the causes of children and young people's poor health and wellbeing, including poverty and deprivation, poor access to health services and high incidents of crime.</li> <li>• We will ensure the most vulnerable children and young people in Southampton are identified at an early stage and supported to reduce inequalities in their life chances.</li> <li>• We will ensure all children and young people feel welcomed, valued, respected and supported in our city, a Child Friendly City.</li> <li>• Through our ambition to become a Child Friendly City we will ensure children's voices are represented in the design, review and delivery of services and enshrine children's rights in everything we do.</li> <li>• We will analysis and scrutinise data to understand why outcomes for different ethnic groups vary across the city in relation to other groups.</li> <li>• We will scrutinise data to understand the difficulties that many communities face, and we will work hard to understand how &amp; why children and parents from different ethnic backgrounds can perform less well across a range of socio-economic, educational and health indicators.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy:               <ul style="list-style-type: none"> <li>o Start Well</li> <li>o Early Years</li> <li>o Education</li> <li>o Corporate Parenting</li> <li>o SEND.</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
Children and young people have positive social, emotional, and mental health	<ul style="list-style-type: none"> <li>• We will continue to promote critical protective factors for positive social and emotional wellbeing and mental health throughout childhood such as secure and healthy attachment and relationships, emotional resilience, confidence and self-esteem.</li> <li>• We will embed prevention and early-intervention across the system by active health promotion and support within the community.</li> <li>• We will improve access to critical services to address the emergence or escalation of mental ill health.</li> <li>• We will continue to promote interventions that prevent suicide and self-harming behaviours and its impact on children, young people and families.</li> <li>• We will address inequalities in teenage conception rates, and provide timely access to welcoming and effective sexual health services for all young people.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Emotional and Mental Health Wellbeing</li> <li>o Corporate Parenting</li> <li>o Prevention and Early Help</li> <li>o Education.</li> </ul> </li> </ul>
Ensure education settings are inclusive and promote the wellbeing of pupils and staff	<ul style="list-style-type: none"> <li>• We will ensure robust identification and support for children and young people’s social and emotional wellbeing in the school/college setting.</li> <li>• We will ensure the wellbeing of children and young people and staff are supported at many different levels in the school setting.</li> <li>• We will support inclusion and targeted provision for pupils with social and communication/ Social, Emotional and Mental Health (SEMH) needs including emotionally based school attendance issues.</li> <li>• We will improve transition processes to support smooth transfer from children’s services to adult services.</li> <li>• We will support the education settings where children and young people do not experience exploitative behaviour, racism, sexual bullying, or other forms of prejudice</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Emotional and Mental Health Wellbeing</li> <li>o SEND</li> <li>o Education.</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>Children and young people adopt healthy attitudes and habits and enjoy physical activity and healthy eating in everyday life for benefits to their physical and mental health</p>	<ul style="list-style-type: none"> <li>• We will embed opportunities for children and young people to lead active lives and eat well across all relevant SCC strategies, policies and contracts.</li> <li>• We will embed physical activity and eating well mindsets and behaviours across all aspects of early years and school life, including through curriculum activities, innovative programmes, teacher training initiatives, and events.</li> <li>• We will ensure families are equipped with the knowledge and skills that they need to support healthy attitudes and behaviours within the home, including when they feel they can't do it alone or are concerned about cost and facilities.</li> <li>• We will support families and professionals who come into contact with children and young people to have healthy conversations around behaviour change including physical activity and eating well.</li> <li>• We will work across the wider determinants of health to ensure children and young people have the opportunity to grow up in health-promoting places, that make safe active travel, sport and exercise, and eating well the easier and more attractive choice.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Emotional and Mental Health Wellbeing</li> <li>o Prevention and Early Help</li> <li>o Suicide Prevention Plan.</li> </ul> </li> </ul>



Outcome / Focus	What do we want to achieve?	Where to find further details
<p>Children and young people have a positive, informed approach to risk taking</p>	<ul style="list-style-type: none"> <li>• We will continue interventions and support to help children and young people to live in safe, supportive and loving families, throughout childhood and young life.</li> <li>• We will educate children and young people to manage risks and understand unhealthy and risky behaviour.</li> <li>• We will build the protective factors that are critical in enabling children and young people to make healthy lifestyle choices (e.g. about smoking, drugs, alcohol and relationships), overcome problems, and positively communicate and assert their choices.</li> <li>• We will ensure children and young people have good knowledge of sexual health and healthy relationships through education programmes and age-appropriate open conversations between children and young people and their trusted adults.</li> <li>• We will ensure children are protected from smoking and fewer under 18s smoke.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Prevention and Early Help</li> <li>o Education</li> <li>o Youth Justice</li> <li>o Sexual Health Improvement Plan.</li> <li>o Violence Reduction Unit Problem Profile</li> <li>o Safe City Strategy 2022-2027</li> </ul> </li> <li>• Additional information and objectives on this outline/focus area will also be available in the upcoming Tobacco, Alcohol and Drug Strategy (in development, due late 2022).</li> </ul>
<p>Children and young people are able to participate and have a voice</p>	<ul style="list-style-type: none"> <li>• We will ensure that children and young people with SEND have a range of opportunities to participate and are enabled to do so.</li> <li>• We will promote opportunities that strengthen Southampton as an inclusive city that respects and values difference.</li> <li>• We will ensure the voice and rights of children and young people are embedded in the city’s democratic and decision-making processes.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Participation</li> <li>o SEND</li> <li>o Corporate Parenting</li> <li>o UNICEF Accreditation to become a Child Friendly City</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>We will ensure that the transition for YP with specific needs from children to adult health and social care services is seamless and that they do not go without services because they reach a specific age</p>	<ul style="list-style-type: none"> <li>• We want assessment for adult services to take place in a timely manner, when it is right for the young person.</li> <li>• We want young people and their parent/carers to know what services and support they will receive in adulthood, in advance of the date of transition between services.</li> <li>• We do not want any young people to go without support, based on them reaching a certain age – there should be a robustly planned handover.</li> <li>• We want service users to report to us that the process is smooth, clear and transparent.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People's Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Emotional and Mental Health Wellbeing</li> <li>o SEND</li> <li>o Corporate Parenting.</li> </ul> </li> </ul>

## Priority 4: Achieve and learn

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We want all children and young people to have the skills they need to succeed and are prepared to move into adulthood.

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### What do we know?

The last few years have seen a renewed focus on the relationship between the local authority and the Southampton family of early years settings, schools and colleges. This has led to a strong partnership which has changed the way the Council works with education providers. We have switched from the role of deliverer, to a role that enables leaders across the city to address some of the key priorities identified through the partnership. Together we aim for children and young people to be supported to have high aspirations and achieve their ambitions.

“All children have a right to a good education, and school plays such a key part in children’s lives.”

**UK Children’s Commissioner, 2021**

### Strengths:

- We know that our education leads across the city feel supported by the local authority and local support charities.
- We know that Covid-19 has had both positive and negative impacts for our children, families and education providers.
- We know we have developed strong collaborative relationships with stakeholders.

### Areas for development:

- We know our attendance, attainment, Not in Education, Employment, or Training (NEET) figures, and special and primary school exclusions need to be addressed.
  - We know that some parents feel that some schools do not possess the strong inclusive practice we would expect.
  - We know that some schools in Southampton need to improve on their overall standard, especially in the secondary school sector.
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## Priority 4: Key facts and figures:

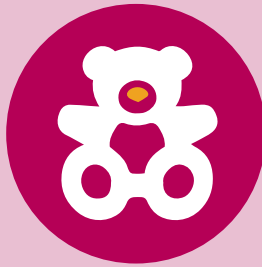
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### **Ofsted:**

There are 75 schools in the city, 55 Primary Schools, 12 Secondary Schools and 8 Special Schools and Pupil Referral Units.

For Primary Schools, around 82% of them have received a 'Good' or 'Outstanding' rating and around 16% of Schools have received a rating of either 'Inadequate' or 'Requires Improvement'. For Secondary Schools, around 58% of them have received a 'Good' or 'Outstanding' rating and around 42% of Schools have received a rating of either 'Inadequate' or 'Requires Improvement'.



### **Early Years:**

Southampton pre-school children perform better in some areas of development, and worse in others compared to England, with similar performance by reception.

15,000+ children under 5 use the city's Children's Centres – all of which are rated good or excellent by Ofsted, as are 90% of day nurseries and preschool provision. 100% of early years group settings which have had an Ofsted inspection are rated as good or above, and 94% of childminders.



### **School attendance:**

Southampton's Primary, Secondary and Special School Total Absence was 5.3%, achieving a rank position of 137 out of 151, with a gap to National of 0.6% (4.7%).

Southampton's Primary, Secondary and Special School Persistent Absence is 15.2%, achieving a rank position of 128 out of 151, with a gap to National of 2.2% (13.0%). (DfE Absence Statistical Release – Autumn 2020).



### **Attainment:**

Southampton's performance at Key Stage 4 is below the National average for Attainment (Overall Attainment 8; Southampton 44.1 vs. National 46.7) and Progress (Overall Progress 8; Southampton -0.19 vs. National 0.0) (DfE Statistical Release, 2019)



**NEET:**

7.6% of 16-17 year olds are not in education, employment or training.



**SEND:**

20% of children in Southampton have SEND, compared to 15.9% nationally.



**Poverty:**

20.1% of children in Southampton aged under 16 are in low income families, compared to the national average of 17.0%. 20.0% of all dependent children in Southampton aged under 20 are in low income families, compared to the national average of 17.0%.





## Key projects/activity – case study example

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- The School Improvement Team regularly review the support that is provided to schools, adapting accordingly.
- The Annual Shared Conversation is a guided self-reflective tool which supports early years providers to further develop good practice, and to identify areas which need more attention.
- 100% of early years group settings have attended Every Child a Talker training. The ECaT lead delivers termly network meetings for settings and produces 'top-tips' around communicating with children for parents.
- Virtual School PEP tracking
- Use of welfare call to support attendance for care experienced children and young people.
- NEET priority working group
- Virtual School extension of duties to include any child or young person who has had (or as) a social worker.
- The Virtual School promotes the educational attainment for children looked after by SCC. This role will be expanded to promote education opportunity for all children aged 0-18 who have, or have ever had, a social worker. The Virtual School headteacher reports on progress made across KPIs ½ termly.
- The Saints Foundation provide Community Champions active in 10 of the 14 secondary schools across the city. The Community Champions are there to support those children and young people that may struggle within mainstream education.
- The Violence Reduction Unit works with schools and education providers to promote positive opportunities in arts and culture for children and young people.
- The Saints Works Programme supports young adults to gain skills, help them build confidence, and ultimately gain employment.
- No Limits offers information, advice, counselling, advocacy, and support to young people.
- Young Carers: supporting them in their education and future aspirations alongside or after their caring role; providing opportunities to go on to higher education.
- Health and Wellbeing drop-ins: Provide confidential support within education settings. Children and young people can access the support they need.
- Work Club is a regular club for those seeking support with finding volunteering/employment opportunities.
- Employment Hub: Young Adult Employment Hub and joint working with DWP to support employment pathways for young people into employment.
- Youth Ambassadors and Youth Advocates: Participation opportunities to help shape SCC provided services and campaign for wider change for children with housing, employment, and participation.
- Educational Psychology support for critical incidents. The team provide bespoke support settings for young people who have experienced a critical incident (e.g., the death of a child or staff member).
- Southampton Advisory Outreach Service support. The team has the expertise and experience to provide support to pupils/students with a variety of complex learning, physical and emotional, behavioural needs across primary and secondary schools.
- The Virtual school will track and support all children post 16 who are looked after by SCC and provide support and advice to key stakeholders in social care.
- Care Leavers Guarantee will support the council ambition to provide equality of opportunity for our children and young people, including that all care leavers are aware of opportunities to work for the council, guaranteed an interview with minimum qualifications and are supported to access work experience, placements, and internships with other employers.

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- 2021 has seen the first coproduced transition programme to support Year 11's move into college. This will be built upon and altered as required for subsequent years.
  - Peer support coaching and supervision for school leaders is provided by the Educational Psychology Service.
  - Regular local authority Schools Monitoring Group feeding into the School Improvement level of support that is offered to schools.
  - Practitioners from every early year's group settings have attended Every Child a Talker training, they are supported with network meetings, and top tip posters for parents. A recent Ofsted report of an outstanding preschool noted that: "interventions include highly effective modelling of language and use of professional programmes that promote children's skills for listening and attention, language, communication and literacy".
  - Deployment of School Improvement resources in inverse proportion to success.
  - Southampton's first all-through school securing 900 new secondary school places.
  - SEND reconfiguration proposals.
  - An interactive web-based sufficiency tool enables existing and prospective early years and childcare providers to access up to date information on sufficiency of places on a ward-by-ward basis and it informs a targeted approach to expansion in early years and childcare to meet the needs.



## Priority 4: Key projects

Outcome / Focus	What do we want to achieve?	Where to find further details
Focus on improving educational progress and attainment	<ul style="list-style-type: none"> <li>• We want children and young people to be provided with the support they need to progress and enable higher attainment.</li> <li>• We want to close the gap between disadvantaged learners and their peers.</li> <li>• We want to provide a range of opportunities to children and young people that meets their needs and interests.</li> <li>• We want education to be a vehicle for social mobility.</li> <li>• We want to deliver high quality education for all children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy:               <ul style="list-style-type: none"> <li>o Education</li> <li>o Early Years</li> <li>o Corporate Parenting</li> <li>o SEND</li> </ul> </li> </ul>
All children and young people experience suitable, high-quality education that meets their individual needs and enables them to achieve their aspirations	<ul style="list-style-type: none"> <li>• We want to provide the right support at the right time (to children, young people, education providers, partners).</li> <li>• Education providers will equip children and young people with the knowledge, confidence and cultural capital they need to succeed in life.</li> <li>• All children and young people will be supported to progress. All children and young people will be aware of the range of opportunities available to them.</li> <li>• All children and young people have a voice, are listened to and can influence the services they receive.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy:               <ul style="list-style-type: none"> <li>o Education</li> <li>o SEND</li> <li>o Corporate Parenting</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>All young people are provided with suitable and high-quality post-16 education, employment, and training</p>	<ul style="list-style-type: none"> <li>• Children and young people are supported to progress to their next phase.</li> <li>• Build upon strong year 11 progression.</li> <li>• Reduce the percentage of 16-17-year olds Not in Education, Employment or Training (NEET)</li> <li>• Increase the number of care experienced young people and care leavers 16-21 who remain in education, employment, and training.</li> <li>• Increase the number of young people aged 16-25 with SEND who remain in education, enter employment, or take up other opportunities such as internships or volunteering.</li> <li>• Work closely with NEETs to enable awareness of what opportunities are available to reengage.</li> <li>• Work with schools and colleges to ensure there is a full range of post 16 opportunities and pathways which also meet the needs of young people and the local economy.</li> <li>• Provide support to young people to make informed choices when considering progression to post 16 destinations.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Education</li> <li>o SEND</li> <li>o Corporate Parenting</li> </ul> </li> </ul>

Outcome / Focus	What do we want to achieve?	Where to find further details
<p>Work in partnership with education providers to raise standards for all children and young people</p>	<ul style="list-style-type: none"> <li>• Levelling up of the quality of provision across the city.</li> <li>• Development of individual curricular pathways and opportunities that meet the needs and interests of all children and young people.</li> <li>• Improve levels of attainment at Early Years Foundation Stage and Key Stages 1-5.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Education</li> <li>o SEND</li> <li>o Corporate Parenting</li> </ul> </li> </ul>
<p>Provide sufficiency of high quality early years and school places</p>	<ul style="list-style-type: none"> <li>• Ensure sufficiency of high-quality places in early years and schools – both mainstream and special.</li> </ul>	<ul style="list-style-type: none"> <li>• The following Action Plans supporting this Children and Young People’s Strategy provide more detail on the steps we will take to achieve this outcome, and will be publicly available online from the implementation date of this strategy: <ul style="list-style-type: none"> <li>o Early Years</li> <li>o Education</li> <li>o SEND</li> </ul> </li> </ul>



# Delivering our strategy

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This strategy sets out a series of top-level objectives that will help ensure that all children and young people in Southampton get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.

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**Sitting beneath it are eight strategic plans that will identify the key tasks and actions necessary to achieve these objectives over the life of the strategy:**

- Early Years
- Early Help
- Education
- Corporate Parenting
- Special Educational Needs and Disabilities
- Youth Justice
- Participation
- Emotional and Mental Health Wellbeing

There are also a range of supporting Service Improvement plans and other strategic documents that set out in more detail how we aim to deliver on the vision of this strategy.

A new Children and Young People's Strategic Partnership Board will provide oversight and governance of the Children and Young People's Strategy.

Southampton City Council will have yearly reviews of the Children and Young People's Strategy and will monitor a range of indicators that will be available on our data observatory. This data and other analysis will be used to monitor progress and inform the ongoing development of actions to achieve the strategic objectives.

Elements of the strategy will be supported in other strategic forums such as the Southampton SEND Partnership Forum, Youth Justice Management Board, Safe City Partnership and Domestic Abuse Strategic Partnership Board.

**The following topics are examples of where we will use data to monitor and understand the city's position (this is not an exhaustive list):**

- Access to the local Early Years offer
  - Child Poverty and cost of living pressures
  - Prevalence of domestic abuse and crime deprivation
  - Levels of Neglect
  - Number and experiences of looked after children
  - Childhood obesity
  - Adolescent Mental Health
  - Access to the local SEND offer
  - Education, Training and Employment engagement and attainment.
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# Delivering our strategy

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**Engagement with education providers and institutions:** During the co-production stage for this strategy, we worked with selected primary, secondary and specialist local schools and with No Limits. We undertook electronic surveys and face-to-face workshops to produce the outline strategy. In addition to this, during the public consultation process we reached out to schools and other education providers for further input and feedback.

**Engagement with children and young people:** In the formation of this strategy, we actively worked with over 300 local children through electronic surveys, face-to-face workshops and engagement sessions, and worked closely with education providers to ensure that the views of children within their own education settings were listened to and fed back to us. We also created a specific young person's survey that was released during the public consultation process to get young people's views on our priorities for this strategy and for Southampton as a whole.

**Engagement with other groups and partner organisations:** As well as schools and colleges, we also engaged widely with community organisations working with children in Southampton, parent and carer groups, and health and commissioning colleagues with Southampton City Council. We also circulated our public consultation widely across health and safeguarding networks, as well as the voluntary and community sector.

**Public Consultation:** As part of this strategy process, we conducted a 12-week full public consultation, which ran from 20th September to 12th December 2021. We also released a separate young person's questionnaire during the same period. In total, we received 333 responses during this consultation process (268 to the young person's questionnaire, 63 to the main consultation questions, and a further 2 letters in response to the consultation). We have carefully compiled and examined all feedback, which has been used to inform revisions and updates to the final strategy version. The biggest priority highlighted by respondents (for both adults and young people) was mental health, and this has been used to inform further development in our strategic priorities going forward.

**Our strategy data:** The data used to inform, develop and produce this final strategy has been sourced from the Southampton City Council Data Observatory as well as from other teams working within and alongside SCC. This includes (but is not limited to) schools, the voluntary sector, safeguarding partners and service providers, as well as from needs assessments and other surveys undertaken as part of the strategy development process.

Thank you to everybody who participated both at co-production stage and during the consultation process. All input and feedback was gratefully received and carefully considered in the development of the final version of this new Children and Young People's Strategy 2022-2027.







What you said	What we did
<b>Overall strategy</b>	
<i>Summary and actions</i>	
<p>72% agreed that the draft strategy would have a positive impact, with only 3% saying it would have a negative impact. 64% said that the draft strategy was easy to understand, and individual comments mentioned that some acronyms were not clear, and that parts of it needed to be more child/young person friendly to encourage engagement and to fit with our 'Child Friendly City' ambition.</p>	<p>The strategy was reviewed and edited to make sure that it was easy to understand, including ensuring that acronyms were explained and language was clear. We are also now creating shorter one- and two-page summaries of all the Action Plans supporting this strategy, as well as the strategy itself, that are more accessible and digestible for children and young people to read.</p>
<p>55% of respondents said that the strategy provided sufficient information. However, 27% said that the strategy was not easy to understand, and individual comments highlighted the need for more detail on how this strategy will be implemented in practice and more specific information on individual objectives in each priority and action plans. Comments also focused on the length of the strategy which some felt was too long.</p>	<p>We have listened carefully to this feedback and have now changed the way this information is presented and where it will be found. We have removed our 'how will we achieve this' column within each priority, and kept/moved this information within the action plans themselves. We have instead signposted throughout the strategy as to which action plans will detail information relevant to each section and where they can be found. This has also shortened the overall length of the strategy which addresses those concerns.</p>
<p>A common thread of concerns raised both in relation to the strategy itself and to the four individual priorities set out within it, was the staffing levels and funding needed to put it into practice. 20 comments related to financial concerns about the implementation of the strategy, with a further 12 comments expressing concerns that the proposed changes wouldn't happen at all.</p>	<p>As a local authority we are of course operating in ever more challenging budgetary environments. However, we believe that everything we have set out in this strategy is achievable, and we have carefully considered the cost and the availability of resources for this during the coproduction and writing stages for the strategy. Additional funding has also been secured to support the Children and Learning Service to deliver against the priorities and the service is launching a robust recruitment campaign in January 2022.</p>
<p>In both the adult and younger people's questionnaires, the biggest priority identified by respondents was mental health (69% of adults, and 61% of young people). Other top priorities were supporting families (39% of adults and 40% of young people) and violence (42% of adults, 33% of young people).</p>	<p>We have ensured that the strategy adequately reflects the top mental health priority, and have ensured that the Emotional and Mental Health Wellbeing action plan also addresses this feedback, as well as the other priorities. We have also ensured these are the focal points on the accompanying summary poster.</p>
<i>Specific comments and feedback</i>	
<p><b>On measuring success:</b> A number of comments raised questions about how the strategy progress/success would be measured and who would be monitoring it.</p>	<p>The strategic priorities form the basis of an outcomes framework which will be monitored regularly and robustly by a new strategic partnership board. We have also ensured that this partnership board is correctly referenced within the strategy.</p>



What you said	What we did
<b>Priority 1 'Good start in life'</b>	
<b><i>Summary and actions</i></b>	
The majority of respondents agreed with all of the 3 proposed outcomes for a good start in life (all 87% or above).	No change required.
Of the general comments in this section, 8 related to more information being needed within this priority, and 7 related to funding	These points are both addressed earlier (page 1 of this document) under 'overall strategy' feedback.
<b><i>Specific comments and feedback</i></b>	
<b>On the 0-5 age range and early years support:</b> A number of comments highlighted Early Years as a critical development time and asked why there were not more actions set out in this area in the strategy.	This information will be set out in the comprehensive 'Early Years' and 'Early Help' plans, 2 of the 8 action plans to support us in implementing the vision of the Children and Young People's Strategy.
<b>On Surestart:</b> Feedback from 6 consultation respondents asked about funding for Surestart centres as well as seeking more detail about their use.	Surestart accessibility is a key focus of our improvement programme in 2022, as we work to build our offer for families within their local communities. This feedback will be used to shape the Surestart offer going forward.
<b>On the importance of play:</b> 9 comments mentioned the importance of play and asked why there was not more mention of this in the strategy.	This is something that is covered in the Early Years and Early Help strategic/action plans, but this feedback will also be used to shape the Surestart offer going forward.
<b>On SEND support:</b> A number of respondents commented that it would be helpful to know more about SEND provision and actions in that area.	This information will be set out in the comprehensive 'Special Education Needs and Disabilities (SEND) Action Plan', 1 of the 8 action plans to support us in implementing the vision of the Children and Young People's Strategy. Each action plan supporting the strategy will explore and explain the actions in a specific area in more detail.

What you said	What we did
<b>Priority 2 'Live safely'</b>	
<b>Summary and actions</b>	
The majority of respondents agreed with all of the proposed outcomes for the 'Live Safely' priority (ranging from 81 to 87% agreement).	No change required.
10 respondents felt more detail was needed in this priority, with a further 4 raising capacity/funding concerns.	Funding concerns have been addressed earlier in this document, and details outlined through the 8 action plans supporting this strategy.
<b>Specific comments and feedback</b>	
<p><b>On youth crime and violence, and strategic partnerships in this area:</b> Feedback on this topic asked questions about serious violence and highlighted a lack of detail on this area in the strategy, and also asked for information about partnership working on this.</p>	This information will be set out in the 'Youth Justice Strategic Action Plan', 1 of the 8 action plans to support us in implementing the vision of the Children and Young People's Strategy. There will also be more detailed information on this topic in the upcoming Safe City Strategy, scheduled to be in place from 1 <sup>st</sup> April 2022.
<p><b>On the Common Practice Framework:</b> A number of comments asked for more information on what the Common Practice Framework was and how it would help children.</p>	Our common practice framework will support a consistent, high quality professional response to families' needs. We will implement it with the support of the Local Safeguarding Children Partnership – this line has now been added in.
<p><b>On domestic violence/domestic abuse:</b> Feedback asked why Domestic Violence and the impact on children was not covered more in the strategy.</p>	This is covered in some of the action plans/ implementation plans that support this strategy, but will also be primarily addressed in the upcoming new Domestic Abuse Strategy (currently in development, due later in 2022).
<p><b>On educating young people on key issues:</b> Comments highlighted the need for more education in schools in relation to drugs, abuse, violence, and other child safety issues.</p>	This is covered in some of the action plans/ implementation plans (such as the Education Action Plan and the Youth Justice Strategic Plan) that support this strategy, but will also be addressed in the upcoming Tobacco, Alcohol and Drug Strategy (in development, due late 2022) and in the upcoming Safe City Strategy, scheduled to be in place from 1 <sup>st</sup> April 2022.
<p><b>On youth facilities:</b> Feedback from 12 respondents highlighted youth facilities for young people, as well as raising points around the safety of any facilities and the safety of public spaces for children and young people, and asked for further details.</p>	Having 'child friendly spaces' and more robustly addressing young people's experiences in the City will be a focus of our Child Friendly Southampton initiative. This is in line with the creation of our Young People's Service to better meet the needs of vulnerable young people.
<p><b>On improved contact with children:</b> Comments were raised highlighting the need for direct engagement with children in the city, including effective communication of services and support available to them and contact details to reach out to.</p>	We have increased the level of frontline practitioners in the service to make sure workers can have the time and space to engage meaningfully with children. The Education strategic plan includes a focus on inclusion. Information for / communication with young people is a focus of our participation activity and this includes web resources.

What you said	What we did
<b>Priority 3 'Be happy and healthy'</b>	
<b><i>Summary and actions</i></b>	
The majority of respondents agreed with all of the proposed outcomes for children and young people to be happy and healthy (ranging from 81% - 85% agreement).	No change required.
There were 7 positive comments around this priority, particularly around the potential for the mental health proposals for young people.	Noted.
However, 20 respondents highlighted that improvement of mental health services/CAMHS were needed.	Further detail on these services are outlined in the Emotional and Mental Health Wellbeing Plan.
<b><i>Specific comments and feedback</i></b>	
<b>On the child-adolescent-adult transition:</b> A handful of comments identified references to the transition from childhood to adulthood, and felt the strategy had insufficient detail on this.	Further information on this is contained in the SEND, Corporate Parenting, and Emotional and Mental Health Wellbeing plans.
<b>On school exclusions:</b> Some feedback highlighted the issue of school exclusion and felt the strategy lacked detail on what steps were being taken to address them and to assess the impact on young people.	Inclusion is a priority in the Education and SEND strategic plans and detailed information on this issue can therefore be found in these action plans.
<b>On internet access and risks for young people:</b> A few comments asked for more detail on internet access for those experiencing poverty/deprivation, as well as the risks around social media for children and young people.	This is helpful input and we will review our strategic plans to consider the issues raised around use of the internet, connectivity and social media.
<b>On sports and physical health:</b> Some feedback concerned sports and physical health, and whether this topic was covered in enough detail within the strategy.	We have listened to this carefully and added in more information in this section to cover physical health and wellbeing. In addition, further (and more specific) objectives to address this topic will now be added into relevant supporting action plans.
<b>On mental health and CAMHS:</b> Individual free text responses highlighted high demand and waiting lists for these services and felt more information would be helpful on this topic within the strategy.	Further information on this is contained in the Emotional and Mental Health Wellbeing plan.
<b>On addiction and substance misuse:</b> A number of comments highlighted drugs education in schools, addiction (both adolescent and parental), and early interventions for children and young people and felt more detail on this was needed.	This will be covered in more detail in the upcoming Tobacco, Alcohol and Drug Strategy (in development, due late 2022).
<b>On safe and secure housing:</b>	The Children and Learning Department has actively contributed to the council's housing

<p>Some feedback on the strategy highlighted that the impact of homelessness or housing insecurity on children was not covered within the document, and that more information housing was required.</p>	<p>strategies and continues to do so. These issues would be covered in more depth within those strategies rather than addressed directly in the Children and Young People's strategy.</p>
<p><b>On marginalised young people and families:</b> 10 respondents highlighted how marginalised communities such as BAME, asylum seekers and refugees had been consulted and included in strategy objectives to include young people within those communities. Additional questions were raised as to whether there would be documents available for those communities as well as for those with SEND and for children themselves.</p>	<p>We will be circulating 'easy access' versions of the strategy and plans to address these concerns. This will also include a selection of 1 page summaries (for the strategy itself and for each action plan), so that children and young people would be able to see at a glance how each plan will directly impact them.</p> <p>Regarding the experiences of BAME communities – a detailed analysis of local need was undertaken during the development of the strategy and this has fed in both to the strategy itself and to the action plans supporting it. In addition, an Equality and Safety Impact Assessment has been completed which considers the impact of the strategy on people with protected characteristics.</p>
<p><b>On healthy food:</b> 4 comments expressed dissatisfaction that there was not enough reference to healthy eating and access to healthy meals, as well as more information on vulnerable young people having access to healthy food during holidays.</p>	<p>This is an important point and is addressed in the relevant SCC health and wellbeing plans as well as the Obesity action plan.</p>

What you said	What we did
<b>Priority 4 'Achieve and learn'</b>	
<b><i>Summary and actions</i></b>	
The majority of respondents agreed with all of the proposed outcomes within 'Learn and achieve' (ranging from 81 to 89% agreement).	No change required.
7 respondents highlighted concerns around how this priority will be funded, with another 3 commenting that more detail was needed.	Funding concerns have been addressed earlier in this document, and details outlined through the 8 action plans supporting this strategy.
<b><i>Specific comments and feedback</i></b>	
<b>On vocational training, work experience, academies, 16-25 education, and NEETs:</b> Comments raised issues around the level of detail in the strategy about vocational training, work experience, the role of academies, 16-25 college places and curriculums, and other training options outside of school environments to offer further options for NEETS.	These topics are covered more fully within the Education, SEND and Corporate Parenting Strategic Plans.
<b>On SEND support for transition to adulthood, special schools and EHCP:</b> The biggest suggestions from respondents in this section expressed concerns that there was not enough detail in the strategy on EHCPs and SEND support for those with additional needs and in special schools in order to support them through the school system and into adulthood.	These topics are covered more fully within the SEND Strategic Plan.
<b>For home educated children:</b> A number of comments felt that more detail was needed on provision and support for home educated children and their families.	These topics are covered more fully within the Education Strategic Plan.
<b>On grades vs wellbeing:</b> Some comments raised concerns over the current curriculums and learning structure being oriented around academic achievement rather than overall wellbeing.	The Education and SEND Strategic Plans are holistic in their approach to education and we are committed to ensuring that children receive education that enables them to flourish not just academically but also from a wider health and wellbeing perspective.



What you said	What we did
<b>Other individual consultation comments/feedback</b>	
<p><b>On drinking alcohol during pregnancy:</b> It was highlighted by one response that the language around Foetal Alcohol Syndrome in the strategy, and the phrase 'harmful amounts' of alcohol consumed during pregnancy was promoting a message that small levels of drinking during pregnancy was acceptable. The same response also mentioned that references have been made to support to reduce smoking during pregnancy but that the same offer was not set out for supporting expectant mothers struggling with alcohol during pregnancy.</p>	<p>This is based on data about the levels of alcohol consumption that are attributable to Foetal Alcohol Syndrome and the language does not in our view encourage an irresponsible consumption of drinking during pregnancy.</p> <p>Further measures on this, and on support for pregnant women wishing to reduce or stop their drinking, will be outlined further in the new Tobacco, Alcohol and Drug (TAD) Strategy (in development, expected late 2022).</p>
<p><b>On being a Child-Friendly City:</b> Multiple comments in different sections of the consultation highlighted that the Child Friendly City ambition was not embedded into the document enough and that this theme was not consistent throughout the strategy.</p>	<p>This feedback has been taken on board and more references to being a Child-Friendly City have been added in where appropriate. This has also been added more robustly into the Action Plans supporting the strategy, and we have ensured that the Child Friendly logo has been included within the strategy design.</p>
<p><b>On the data we have used in the strategy:</b> One comment highlighted that we had not been clear enough about where the data supporting the strategy had been sourced from.</p>	<p>This data has been sourced from the SCC Data Observatory as well as from other teams working within and alongside SCC such as schools, the voluntary sector, safeguarding partners and service providers, as well as needs assessments undertaken as part of the strategy development process. This detail has now been added into the strategy for clarity.</p>
<p><b>On comparing to the previous strategy:</b> Comment was made that it would have been beneficial to compile a document comparing the new strategy to the existing strategy.</p>	<p>This does not fall within the remit of writing this new strategy and is not something we prepare during strategy development. Existing versions of strategy documents are available online and visible until such time as they become replaced by any new strategy.</p>
<p><b>On the HRDA:</b> One comment expressed confusion at the term 'HRDA' on page 24 with no explanation of the acronym to support wider public understanding.</p>	<p>This has been taken on board and amended. HRDA (High Risk Domestic Abuse) has now been written out in full to support the acronym on page 24.</p>
<p><b>On teenage pregnancy:</b> A number of comments mentioned that the reference to teenage pregnancy on page 25 did not seem to fit with that section of the strategy and was further on in the strategy anyway.</p>	<p>This feedback has been taken on board and matches similar comments from other stakeholders during consultation such as Public Health, so has now been removed from this section.</p>
<p><b>On 'First Time Entrants':</b> One comment mentioned that the term 'First Time Entrants' on page 25 was ambiguous and did not fully clarify for wider public understanding what the term was referring to.</p>	<p>This has been taken on board and has now been amended to show as 'First Time Entrants (to the criminal justice system)' for clarity.</p>

<p><b>On wording:</b> One comment highlighted an incorrect model name ('Safer Together') on page 28, which is actually called the 'Safe and Together' model.</p> <p>Comments were also made on whether 'Systemic Practice' should be used more fully throughout the document.</p>	<p>This has now been corrected and this action has now been moved out of the main strategy into individual action plans with the correct term used.</p> <p>A new case study has now been added ('Pause Practice') where systemic practice is referenced. Other references to individual practices will sit within individual action plans.</p>
<p><b>On areas of deprivation:</b> One comment mentioned that on the deprivation page (page 13), the geographical locations are too vague.</p>	<p>This has been resolved by adding in the phrase 'local ward areas' to clarify that the data breaks down the figures into individual wards rather than more specific locations.</p>
<p><b>On parenting courses:</b> One comment expressed concerns that actions within the strategy indicated that SEND parents could be offered parenting courses.</p>	<p>Courses such as these are intended to offer additional support, rather than single out, SEND children and their families. This has now been removed from the main strategy and added into the SEND Strategic Plan instead where more explanatory information can be outlined.</p>
<p><b>On SCC CYP services:</b> Feedback asked whether contact details for the council's CYP services could be collated into one accessible online resource for parents and families to make them easier to find.</p>	<p>This information has not been added to the strategy but has been fed back to the team working on Destination 22 for their consideration.</p>
<p><b>On Looked After Children:</b> One comment highlighted that Southampton children should be placed in facilities or placement families within the local area.</p>	<p>This is a matter for relevant Safeguarding and Placement teams depending on the risks and benefits assessed for a local placement, as well as what placements are available at the time of the request.</p>
<p><b>On consulting with Children and Young People in the city:</b> A number of comments asked what role (if any) children and young people had played in contributing to, and feedback back on, the strategy and its main proposals.</p>	<p>We have now added in a new page at the end of the strategy document outlining who we consulted (and how) during the strategy development, co-production and consultation process, as well as how many people responded to the consultation (both children and adults), to clarify on this point.</p>
<p><b>On wider points about the city:</b> Other comments included points around road safety, potholes, knife crime, theft, female safety, racism, land maintenance, travel costs, culture and leisure., homelessness, Covid rules, and city aesthetics.</p>	<p>These issues are beyond the scope of this strategy and would be covered in other more relevant strategies. However, this feedback is useful for wider City engagement, and will be taken on board by relevant officers.</p>

-END OF DOCUMENT-

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Children and Young People’s Strategy 2022 - 27
<b>Brief Service Profile (including number of customers)</b>	
<p>The aim for the Children and Young People Strategy is to set out Southampton’s vision of mobilising all council services and partner agencies to improve outcomes for all children and young people in the city.</p> <p>The Children and Learning Service at Southampton City Council, along with engagement from key stakeholders have agreed the new vision for children and young people in the city, which is as follows:</p> <ul style="list-style-type: none"> <li>• We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.</li> </ul> <p>The Children and Young People’s Strategy 2022 – 2027 will translate this vision into tangible improvements for children and young people in Southampton within an aim to work collectively and drive forward the council’s Child Friendly ambition.</p> <p>The Children and Young People Strategy translates the Child Friendly Southampton aspiration into four headline priorities:</p> <ul style="list-style-type: none"> <li>• Good start in life</li> <li>• Live safely</li> <li>• Be happy and healthy</li> <li>• Learn and achieve</li> </ul> <p>In order to achieve the outcomes presented within the headline priorities, the service and partners are also developing eight strategic plans:</p>	

- Early Years
- Early Help
- Youth Justice
- Participation
- Corporate Parenting
- Education
- Special Education Needs and Disabilities
- Emotional and Mental Health Wellbeing

Southampton has around 259,843 residents in Southampton and children and young people aged 0 to 24 make up 36.4% (94,605) of the population.

### Summary of Impact and Issues

The Children and Young People Strategy aims to provide a strategic direction for Southampton to improve the outcomes for children and young people. The strategy has been co-produced with input from over 200 children across schools and youth projects and from parents, the service, Special Educational Needs and Early Help forums.

The strategy will aim to have a positive impact on all children, young people and their families who live, work, and visit Southampton. Data shows that Southampton as a city remains high for levels of deprivation, poverty and has challenges with community safety but the strategy will look to review the statistics and work in a collective way to overcome issues the city faces. In order to achieve this the strategy will focus on:

- Early intervention, prevention, and inclusion
- Relationship based work
- Locality Working
- A skilled and stable workforce

### Potential Positive Impacts

The draft strategy does not reflect a change to policy, processes or practice within the Children and Learning Service. The documents have been reviewed and updated by staff at Southampton City Council and partner organisations in the city to ensure that they provide a clear strategic leadership position on outcomes for children and young people.

The strategy is expected to enhance community safety, health and welling outcomes and provide children and young people with positive opportunities to develop. It is expected that all those in Southampton that work with children, young people and families will use the strategy to collectively better the lives of those they work with.

<b>Responsible Service Manager</b>	Stuart Webb, Quality Assurance Unit Manager, Children and Learning
<b>Date</b>	10 <sup>th</sup> January 2022
<b>Approved by Senior Manager</b>	Robert Henderson, Executive Director, Children and Learning.
<b>Date</b>	17 <sup>th</sup> January 2022

## Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	<p>The strategy aims to improve outcomes for children and young people aged from pre-birth to 18 years and up to 25 years for care leavers and adults with special educational needs and disabilities.</p> <p>Southampton has 259,843 residents</p> <p>Children between the ages 0 to 4 make up 5.8% of the population. Young people aged between 15 and 24 make up 19.7% of the population.</p> <p>20.1% of children in Southampton aged under 16 are in low income families, compared to the national average of 17.0%</p> <p>20% of all dependent children in Southampton aged under 20 are in low income families, compared to the national average of 17%</p>	<p>The strategy includes a clear focus on making Southampton a Child Friendly City, increasing opportunities for our children and young people.</p> <p>The 'Good start in life' and 'Learn and achieve' strategic priorities include a range of priorities designed to improve equalities and opportunities to further children and young people's aspirations and achievements.</p> <p>The council's levelling up agenda and commitment to equality is a clear theme throughout the strategy.</p> <p>The overarching strategy is underpinned by a series of strategic plans:</p> <ul style="list-style-type: none"> <li>• Early Years</li> <li>• Early Help</li> <li>• Special Educational Needs and Disabilities</li> <li>• Youth Justice</li> <li>• Education</li> <li>• Corporate Parenting</li> <li>• Participation</li> <li>• Emotional and Mental Health Wellbeing</li> </ul>
<b>Disability</b>	<p>18% of children in need have a disability</p> <p>9% of children with child protection plans have a disability.</p> <p>15% of looked after children have a disability</p> <p>Number of children with Education Health and Care Plans.</p>	<p>The service response to children with disabilities is covered within the 'Good start in life', 'Live safely', 'Happy and healthy' and 'Learn and achieve' priorities.</p> <p>The overarching strategy is underpinned by the Special Educational Needs and Disabilities Strategic Plan.</p>

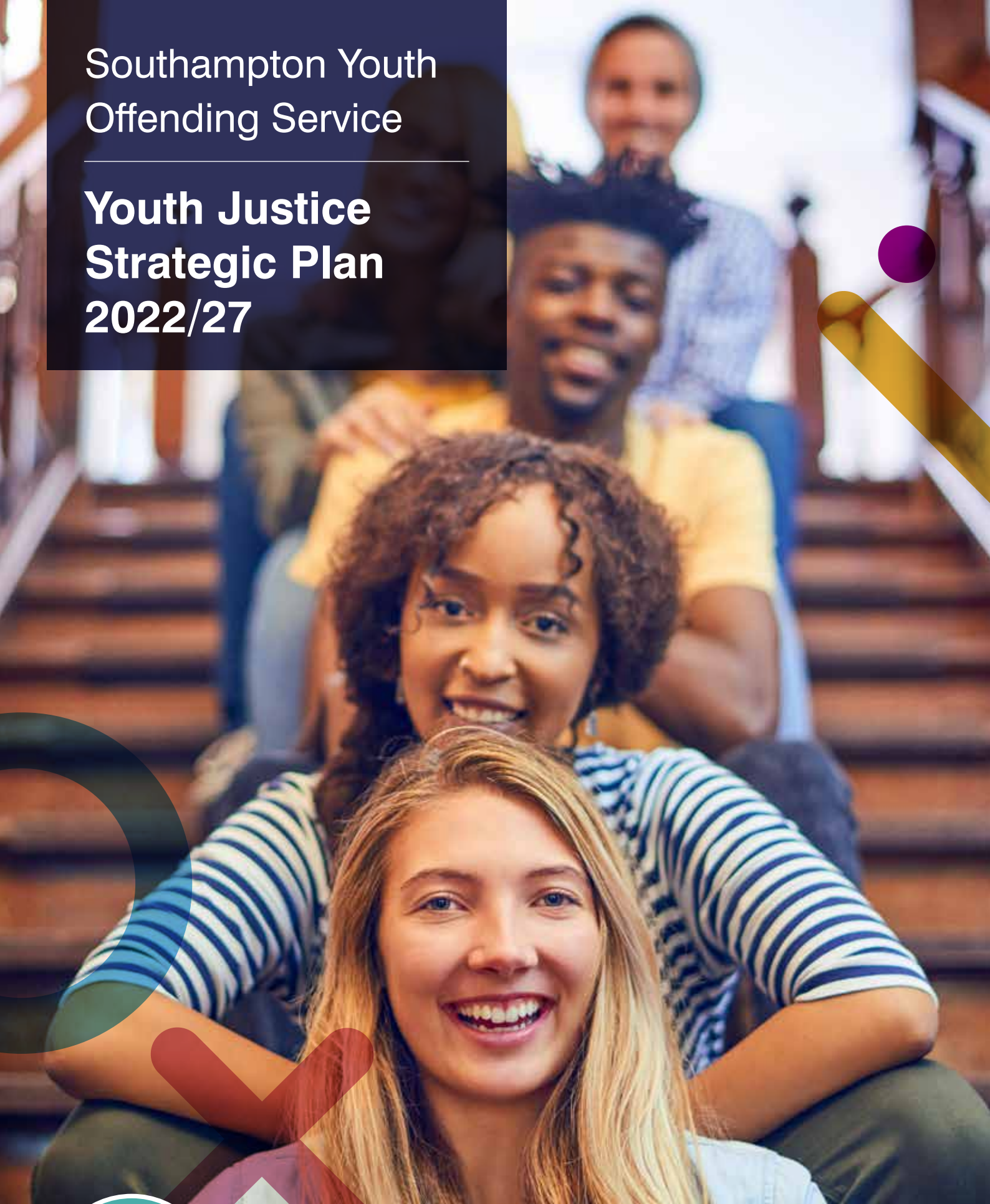


<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Gender Reassignment</b>	No impacts identified	N/A
<b>Marriage and Civil Partnership</b>	No impacts identified	N/A
<b>Pregnancy and Maternity</b>	No impacts identified	N/A
<b>Race</b>	<p>Southampton has 259,843 residents, and 22% of the population are non-White British.</p> <p>Southampton is a diverse city with 150 languages spoken in our schools and 12 % of the population do not speak English as their main language.</p> <p>In 2019, the median hourly pay for those in the White ethnic group was £12.40 per hour compared with those in ethnic minority at £12.11 per hour – a pay gap of 2.3%.</p>	<p>The strategy sets out how we intend to bring local people to quality jobs, including expanding adult learning provision to areas and groups most in need, including those to which English is a second language.</p> <p>The strategy sets out ambitions to further equality in employment including leveraging HR capability from key employers across the city to ensure fair access to employment opportunities for local communities, particularly from under-represented groups.</p>
<b>Religion or Belief</b>	No impacts identified	N/A
<b>Sex</b>	No impacts identified	N/A
<b>Sexual Orientation</b>	No impacts identified	N/A
<b>Community Safety</b>	<p>Deprivation is linked to crime rates, with crime included as one of the indices of multiple deprivation (IMD).</p> <p>Crime deprivation worsened by 13 places between 2015 and 2019. Southampton has 59 LSOAs within the 10% most deprived in England (42 in 2015) and zero LSOAs in the 10% least deprived (zero in 2015).</p>	<p>Contextual safeguarding is a distinct element under the 'Live safely' strategic priority.</p> <p>The youth justice strategic plan underpins the overarching strategy.</p>
<b>Poverty</b>	IMD 2019 ranked Southampton 55th (where 1 is the most deprived) out of 317 local authorities.	This strategy is an opportunity to improve outcomes for children, young people, and their

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>People who commute into Southampton earn £43 more per week on average than residents</p> <p>Life expectancy is 6.7 years less in the most deprived parts of the city compared to the least deprived areas, with intergenerational worklessness being high in some areas.</p>	<p>families with direct benefits to all our communities, especially those who are most disadvantaged and will therefore have a positive impact.</p> <p>Reducing inequality is a consistent theme through all four strategic priorities.</p>
<b>Health &amp; Wellbeing</b>	<p>All health and wellbeing issues in Southampton tend to develop throughout childhood and early adulthood, with progressively worse outcomes compared to National averages. These issues peak in young people in relation to obesity, educational attainment, mental health, and A&amp;E attendances, including unintentional and deliberate injuries.</p> <p>Mental health has worsened during the pandemic and there has been a significant peak in children and young people seeking mental health support.</p> <p>In terms of physical health, due to the partial closure of schools, early years settings, clubs, and activities it is likely that there will be a rise in childhood obesity, particularly amongst more economically deprived children.</p>	<p>The 'Happy and healthy' Strategic priority is underpinned by the following strategic plans:</p> <ul style="list-style-type: none"> <li>• Early Years</li> <li>• Early Help</li> <li>• Education</li> <li>• Special Educational Needs and Disabilities</li> <li>• Youth Justice</li> <li>• Corporate Parenting</li> <li>• Participation</li> <li>• Emotional and Mental Health Wellbeing</li> </ul>
<b>Other Significant Impacts</b>	<p>Looked after Children and care leavers are a group where the council and partners have corporate parenting responsibility.</p>	<p>These children and young people are a focus within the strategic priorities; supported by the Corporate Parenting Strategic Plan.</p>

Southampton Youth  
Offending Service

**Youth Justice  
Strategic Plan  
2022/27**



[southampton.gov.uk](https://southampton.gov.uk)



**Southampton Youth  
Offending Service**  
Making a difference



**SOUTHAMPTON  
CITY COUNCIL**



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## Our vision

We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood.

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# Foreword

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## Child Friendly Southampton

Southampton's vision is to become a Child Friendly City starting in 2021 and working towards the goal of accreditation with UNICEF by 2024/25. Our values as a Child Friendly City are to:

Be inclusive – by becoming a participative city in which children experience meaningful engagement in the design, delivery and place shaping of Southampton;

Listen – by implementing a participation framework for children within Southampton City Council's democratic processes within which consultation with children takes place;

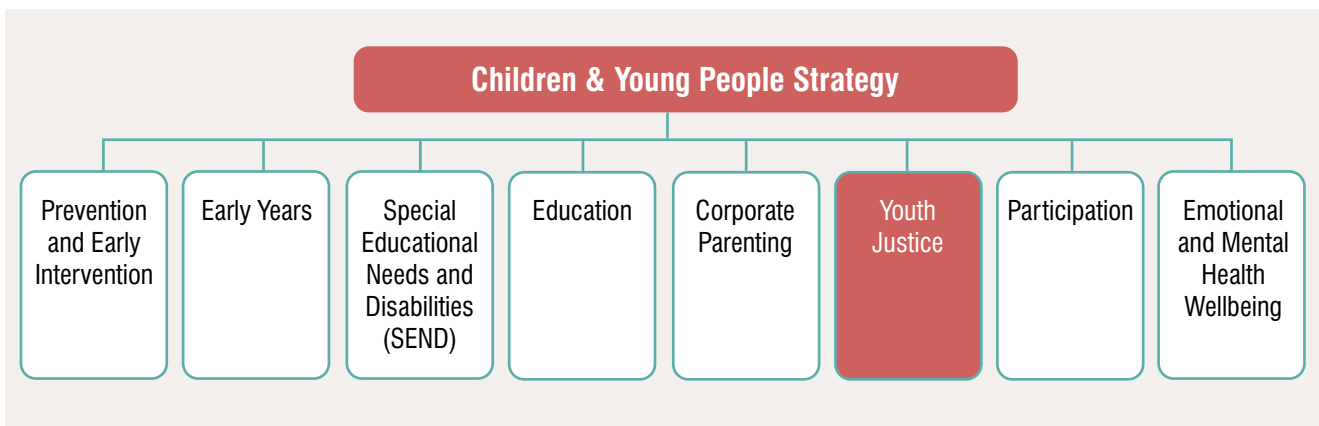
Learn - by ensuring all strategy and policy is informed by the active engagement of children, with new strategic commitments expressed in child friendly terms to support children's inclusion and participation in civic policy creation.

## Raising living standards and confronting deprivation

Southampton is a relatively deprived city, with children and young people disproportionately affected. Southampton is a relatively deprived city, with children and young people disproportionately affected. About 1 in 5 children are in low-income families and will experience poor housing, family debt and financial anxiety, and food insecurity. The COVID-19 pandemic has led to an exacerbation of deprivation and inequalities. This plan contributes to a robust strategy which will steer local services in their work to raise living standards and confront deprivation.

## Southampton Children and Young People's Strategy 2022 – 27

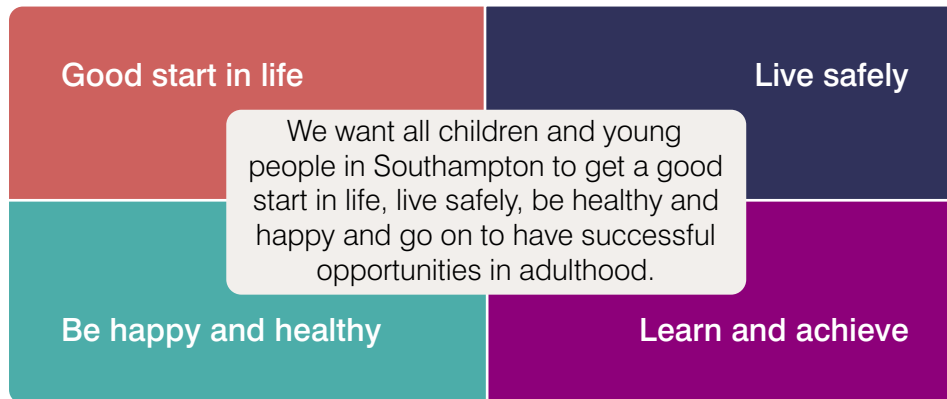
Southampton's overarching Children and Young People's Strategy is underpinned by eight strategic plans; alongside a range of service delivery and improvement plans.



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## FOUR KEY PRIORITIES

This Children and Young People Strategy has four key priorities:-



Each underpinning strategy or action plan supports the achievement of these priorities either directly or indirectly through service specific goals and actions.

## HOW WE WILL ACHIEVE THIS

The overarching principles that we are working to and which you will see in this plan are:

### Early intervention, prevention, and inclusion

We will invest in prevention, working with schools and communities to identify needs and deliver services as early as possible, to meet needs at the right time, in the right place and in the right way. We will promote educational inclusion and focus on preparing children for transitions and independence.

### Relationship based work

We will build and sustain relationships of trust to build on successes, strengthen the quality of practice and make change together with: All children, young people, families and carers; Each other; Schools and colleges; Partners (health, police, voluntary and cultural sectors) and local communities.

### Locality working

We will bring our services closer to the communities they serve by changing how and where we work. We will use local knowledge and intelligence (e.g. data and feedback) to ensure communities can access the services they need from us and partners, closer to home.

### A skilled and stable workforce

We will build and develop confident, multi-skilled teams and future leaders through a strong learning and development offer and “high support, high challenge” culture, enabling more consistent relationships with children, families, schools and partners.

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## **Delivering our strategic plans**

Each of our strategic plans sets out the outcomes that we want to achieve; the targets that we will need to deliver against to do this and how progress will be monitored.

### **Our Youth Justice Strategic Plan**

This is the three-year Youth Justice plan, 2021 - 2024. This document is a review of the progress made over the last 12 months, taking into account the global pandemic, and an outline of the priorities for the coming three years. Each year, this plan will be reviewed to reflect progress and the priorities for the coming year, as well as provide an update on key information such as resources and governance arrangements.

As part of the suite of strategic documents designed to improve outcomes for children, the Southampton Youth Offending Service, (SYOS), also embraces the vision set out in the in the 2021-2024 Youth Justice Board strategy in its strategic approach and the central guiding principle of Child First. It also supports Hampshire Constabulary's Child Centred Policing ambition, through putting children at the centre of decision making and recognising their differences, recognising their vulnerabilities and meeting their needs.

All of SYOS work will be underpinned and guided by a child first principle and SYOS align with the values and principles and objectives in the Youth Justice strategy. A Child First Youth Justice System prioritises the best interests of the child, is strength based, includes participation of the child and aims to prevent and divert children from the justice system, recognising the criminogenic stigma the youth justice system can have. Through leadership, partnership and good practice the service aims to deliver services based on these principles and thereby delivering the best outcome for the children we work with, the victims and the community.

# Executive Summary

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**Mary D'Arcy**

**Chair of the Southampton Youth Justice Management Board**

The Southampton Youth Justice Management Board (SYJMB) has retained a clear focus over the last year on preventing crime and reducing re-offending, despite the challenges of the pandemic. The SYJMB has supported the service, which is based on face to face contact, to be innovative and learn and find new ways of engaging young people across the Youth Justice, Criminal Justice and wider partnership landscapes. Critically the Board has sought to support those delivering front line services to our communities to identify and support young people at risk of offending, those who have offended and those who have been the victims of crime, to receive the support and assistance that they need.

The SYOS and services focussed on preventing young people from crime such as The Saints Foundation have been critical during this time, supporting innovation and collaboration across the City. We have continued to focus on developing approaches to reducing serious violence, addressing issues of disproportionality and support our young people to raise their aspirations through the use of education and training, albeit the pace and momentum we have desired has been thwarted by the pandemic.

As we emerge from this year, we are able to say that new relationships have been formed and old ones strengthened. Our resolve as a board is to deliver on the priorities as outlined in this plan, and the involvement of the Board is signified by the fact that a strategic session was convened to support the development of this plan, and each area is now championed by a Board member, who will provide a link between the service and the Board. The Board is committed to delivering a Child First system in Southampton, and we are confident that we can deliver on that ambition. It will be supported by the Council wide commitment to become a UNICEF accredited Child Friendly City and the City of Culture by 2025.

As a relatively new Chair for the SYJMB I am pleased to see how board members have embraced and committed to this new approach and look forward to working with the team to deliver these results in the years ahead.

## Section 1:

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### Governance, leadership and partnership arrangements

- 1.1. The Youth Offending Service is a statutory service, positioned within the Children and Learning Directorate of Southampton City Council. The service is based within the Targeted and Restorative Service which itself is situated within the Integrated and Specialist Service.
- 1.2. The YOS is multi-disciplinary with each statutory partner (the city Council, police, health and probation) contributing staff and/or money. Currently there are 2.6 Restorative Practitioners, 1 Education, Training and Employment Officer, 5.2 case managers, 0.5 Probation Officer, 1 Police officer and 1.2 CAMHS nurse provision. Our Probation officer post is currently vacant, we have recently filled both the CAMHS positions as well as having an uplift of two case managers, recognising the demands on the team and the longer-term impact of not being fully resourced. SCC also commission a substance misuse worker who is dedicated to the YOS team.
- 1.3. Staff are employed directly by the local authority or seconded from agencies such as NPS, Hampshire Constabulary and CAMHS. In addition, aligned to the YOS, though not working specifically with young people open to the service are an Assistant Team Manager and 5.5 Family Engagement Workers as part of the Targeted and Integrated Service. Whilst not working specifically to the YOS cohort, due to the type of work they focus, there is often a joint working approach to those cases.
- 1.4. Each year there is a review of the workforce development needs of the team and plans are developed and refreshed and address gaps in knowledge through a workforce development plan. This plan seeks to ensure continuous professional development and changes to the collective knowledge of our cohort.
- 1.5. The governance arrangements for the Southampton Youth Offending Service, are through the Council's line management routes to the Director of Children's Services for day to day operations and the Southampton Youth Justice Management Board for the overarching strategy and direction. The Board is chaired by Southampton City Council's Executive Director for Communities, Culture and Homes who is a relatively new chair of the Board, having taken over in January 2021. A new energy and focus has been developed through the new chair and renewed commitment of board representatives.
- 1.6. The board has statutory membership as follows
  - Senior officers of Southampton City Council Children and Families Directorate, including the Director of Children's Services
  - Southampton CCG,
  - Hampshire Constabulary
  - Hampshire National Probation Service NPS
- 1.7. The Cabinet Member with responsibility for the Safe City Partnership, and a representative from the Youth Justice Board as well as other agencies involved in facilitating the delivery of youth justice services such as the Courts, the Office of the Police and Crime Commissioner, Public Health, the Violent Reduction Unit and the Integrated Commissioning Unit are also expected to attend. The Local Authority's Children's Participation Officer is invited in order to ensure the voice of the Child is heard.



- 1.8.** The joint working agreement to support effective governance was reviewed in February 2018 and contain details of how the partnership is expected to hold each other to account, monitor performance and support the YOS, although with a new chair comes a review of how the partnership is working together. The Management Board is linked to the relevant local authorities including Children's Trust arrangements, Local Safeguarding Children's Board, Local Criminal Justice Board and Safe City Partnership.
- 1.9.** The Board provides strategic direction and support to the YOS manager; ensuring that planning is undertaken to reduce re-offending and safeguard children and young people. It does this through monitoring key performance indicators. These include reducing first time entrant rates, reducing reoffending and custody rates, as well as more local measures focusing on accommodation and education, training and employment. Meetings are convened on a quarterly basis and the quarterly performance reports provide a succinct yet detailed analyses of the quarter's performance on national and local level. This allows the chair of the Board to hold its partners to account as well as the YOS manager for the performance of the YOS. A Quality Assurance sub-group of the management board has recently been created to allow the time for proper scrutiny on QA processes and learning reviews. This is also to support the wider goals born out of SYOS National Standards benchmarking exercise as well as the most recent inspection of SYOS in 2019. The Management Board oversees and contributes towards the Youth Offending Service's statutory aims. It fulfils the requirements of the Crime and Disorder Act 1998 and YJB guidance by ensuring that Southampton Youth Offending Service has sufficient resources and infrastructure to deliver youth justice services in its area in line with the requirements of the National Standards for Youth Justice Services.
- 1.10.** The Management Board also ensures that relevant staff are seconded to the Youth Offending Service in line with the requirements of the Crime and Disorder Act 1998 and that the Youth Offending Service has enough access to mainstream services provided by partners and other key agencies.
- 1.11.** The Board agrees the funding arrangements and ensures that arrangements are in place for a pooled budget. It ensures that information is exchanged between partner agencies in line with relevant legislation and in particular the Crime and Disorder Act 1998. The board also responds to self-assessments, audits, HMIP inspections, National Standard Benchmarking and directs plans of actions to address any areas of learning. Finally, the Board receives quarterly performance reports and works with the Youth Offending Service Manager to improve and sustain performance and quality standards. It also considers reviews of serious incidents (as defined by the YJB- though not currently a mandatory piece of work).

## Section 2:

### Resources and Services

The estimated budget and expenditure for 2021/22 (excluding payment in kind costs such as seconded staff) is noted below -

Contribution	£	Expenditure	£	Variance (£) (Favourable)/Unfavourable
SCC	(557,378)	Staffing	530,646.00	
OPCC	(55,700)	Overheads	237,500.00	
Probation	(5,000)	Activity costs	93,300.00	
Health	0.00	Accommodation	14,300.00	
Youth Justice Grant	(237,782)			
Total contributions	(855,860)	Total expenditure	875,746.00	19,886.00

- 2.1.** The above shows partner financial contributions to the service. In addition to this we have in kind costs which include 1.2 CAMHS nurses, 0.5 Probation Officer and one Police Officer. The Probation Officer position is currently vacant and has been since December 2020.
- 2.2.** There is a predicted overspend which at the time of writing, the SYOS Youth Justice Management Board have been tasked with resolving. This overspend is therefore a risk to service delivery and innovation.
- 2.3.** Youth Justice Grant funding is reliant on this document providing details of how the YOS proposes to use the above noted funding to fulfil the purposes of this grant. Our performance will be improved by the Service along with the support of the Youth Justice Board through a focus on Prevention and Diversion. Robust Prevention and Diversion intervention will support the wider aims of reducing First Time Entrants (FTE), reducing custody footfall and supporting the reduction of reoffending. The Service uses the grant, partner contributions and available resources to deliver services with the aim of building on the good work SYOS has already delivered.
- 2.4.** Details of the programme delivered within the Junior Attendance Centre can be found in Appendix 6.

## Section 3: Performance and Priorities

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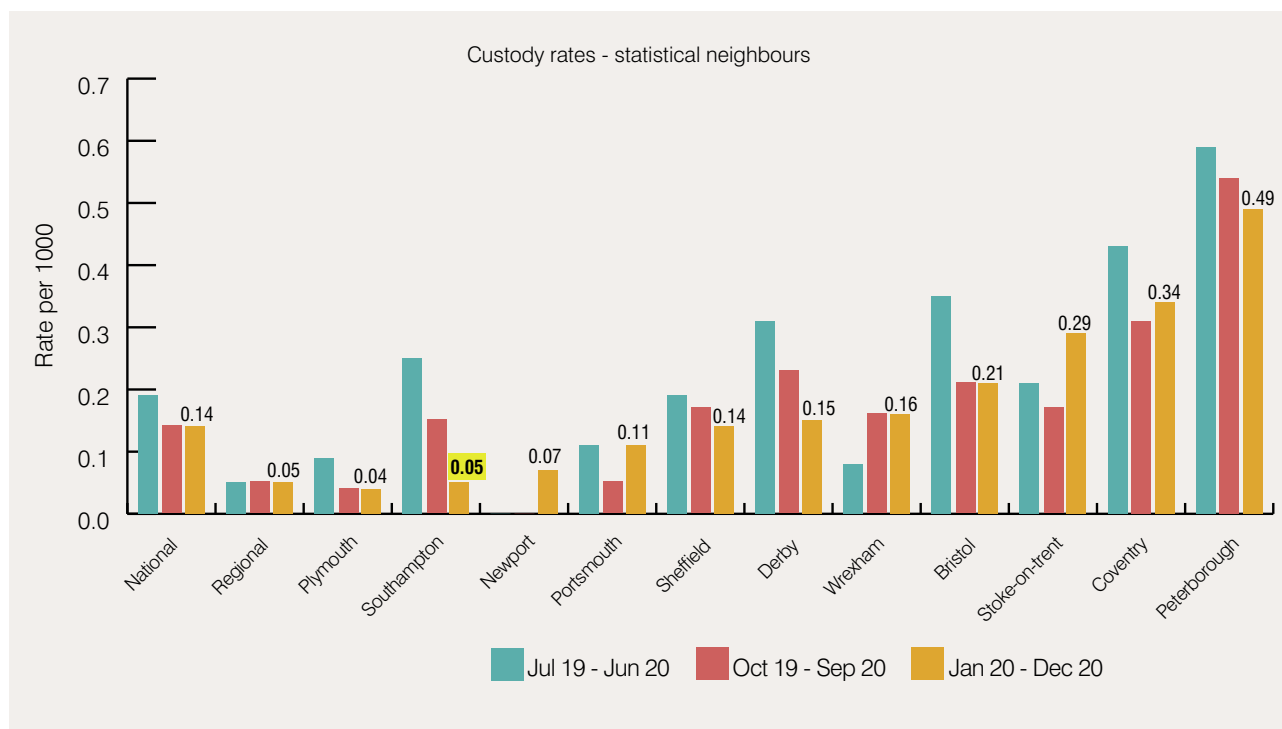
### Including SYOS response to the pandemic and recovery from COVID 19

Before detailing our priorities it is important to note the impact of the last 12 months:

- 3.1.** The last 12 months has been significantly impacted by the global pandemic. SYOS focus was primarily on contingency planning, adapting operations that meant the service continued to deliver whilst not putting anyone at risk. Undoubtedly this impacted on progress in certain areas whilst YOS and partners focused on keeping services running. SYOS did continue to deliver, meeting the needs of the Courts, continuing to work with partners, running the Joint, Decision-Making Panel and Caution Clinics and, importantly, adapted work so intervention could still be offered to children. The last 12 months has meant a rapid upscaling in the use of technology so we could offer services such as virtual interventions and deliver virtual Referral Order Panels. Initially this meant delays due to the need to upscale, but it is now integral to the running of the Service and learning will be taken from this approach moving forward. For example, YOS have found victims have preferred having a range of options for contact with the service, 'walk and talk' sessions have been welcomed by children and the service will continue to offer the virtual options. It has also highlighted the significant digital poverty gap for a lot of YOS families and over this period we have needed to be adaptable to meet the needs of the families. There are concerns around the longer-term impact on already vulnerable families, from increased abuse within the home and associated trauma, to increase in mental health need and ability to engage in education, training and employment.
- 3.2.** Due to the pandemic, a YJ plan was not required last year, the last review was focused on priorities from 19/20. Since the last plan, SYOS Inspection Report has been published in January 2020 and the Service was rated as 'Good'. An action plan has been established and which addressed areas of improvement and development. In the last 12 months the YOS has also benchmarked themselves against the new National Standards and these, along with SYOS COVID recovery plan, has formed the focus for the previous 12 months. The focus of SYOS progress is and will be in relation to this Service Recovery and Improvement Plan. It is also important to note that there are key areas of data that YOS did not receive this year, again due to the pandemic. This, therefore is an update on the last 12 months based on the information we do have, and our local data.
- 3.3.** Full details of YOS performance over the last 12 months can be found in Appendices 3 and 4. The remainder of this section provides in detail how the Service performed in relation to the Service Improvement Plan but also with a summary of key performance indicators too. As outlined in the absence of a plan last year the focus has been on a response to the Service's National Standards Benchmarking, 2019 Inspection report and COVID recovery.

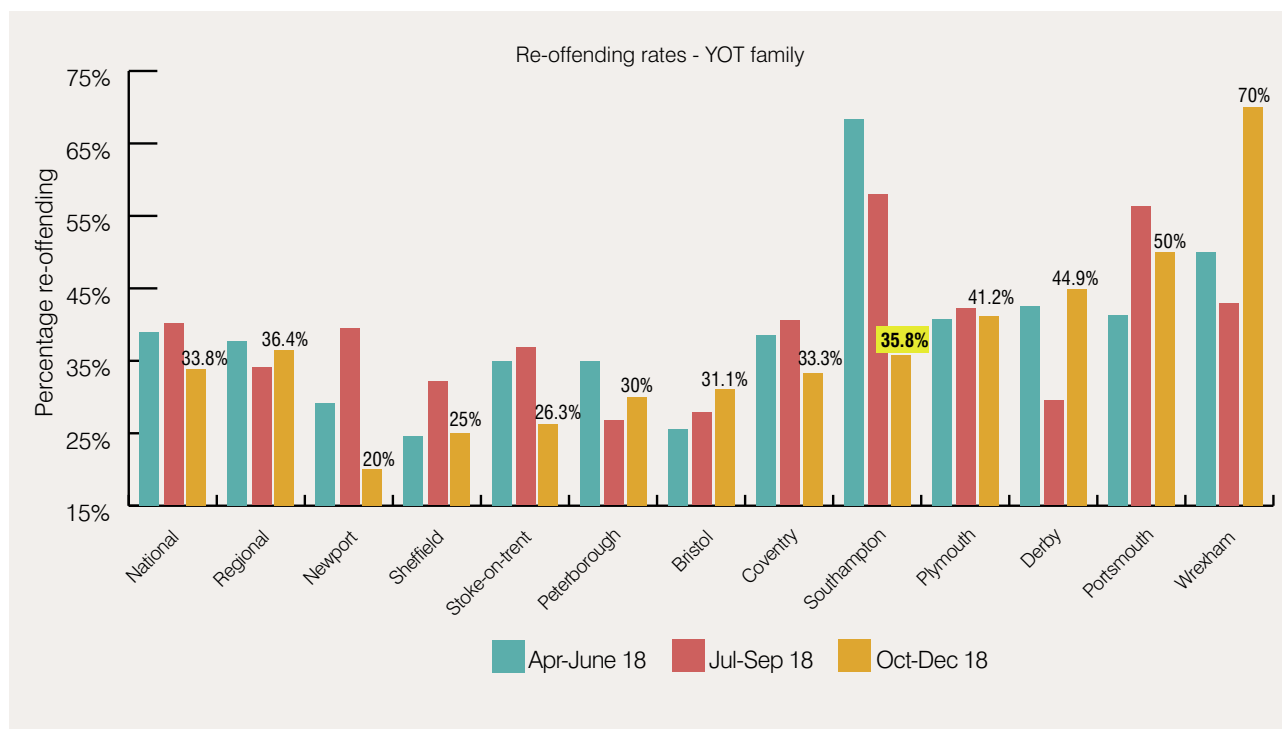
## KPI review for year 20/21

### Custody:



- 3.4.** SYOS have made consistent and steady progress with our focus on reducing the use of custody. SYOS now stand below the National Rate and currently at 34 out of 154 YOT's in terms of performance (at quarter 3 of 2020). The YOS has risen nearly 100 places over the last 12 months which indicates a clear and steady progress in this area and performing well compared to our statistical neighbours. Workstreams to support this aim include the weapons action group focusing on individuals at risk of perpetrating or being a victim of weapons related crime, continuing to be involved in the West Hampshire youth bench and raising awareness of the activities of the YOS and alternative options to custodial sentencing.
- 3.5.** The YOS team continue to work hard to explore all viable options before a custodial sentence, but as the nature and type of offences become more serious this becomes more challenging. Without robust prevention of offending interventions in the city it feels like we are intervening a little too late. SYOS have close links with Safer cities partnership as well as the Violence Reduction Unit in Southampton all who have the same aim of increasing effective prevention offers and reducing risk of serious violence in the city. The introduction of the Vulnerable Adolescent Service to the city by the Local Authority also aims to address this gap. The YOS is integral to this redesign and the team have been involved in the workshops feeding into this review of Vulnerable Adolescents in the city and how YOS priorities impact on those decisions. The aim is for the Service to be established and running by 2022 and will positively impact on YOS/LA ability to effectively tackle areas of concern, and a more consistent offer to those vulnerable adolescents in the city.
- 3.6.** YOS Service's priorities align with this overall goal for the Local Authority, both to support a prevention of offending offer and a more extensive diversion offer. The YOS aims are to develop a more robust offer downstream, to reduce the likelihood of children escalating into more formal outcomes and custody upstream so that we can maintain and build on our excellent progress in Southampton custody rates.

## Re-offending:

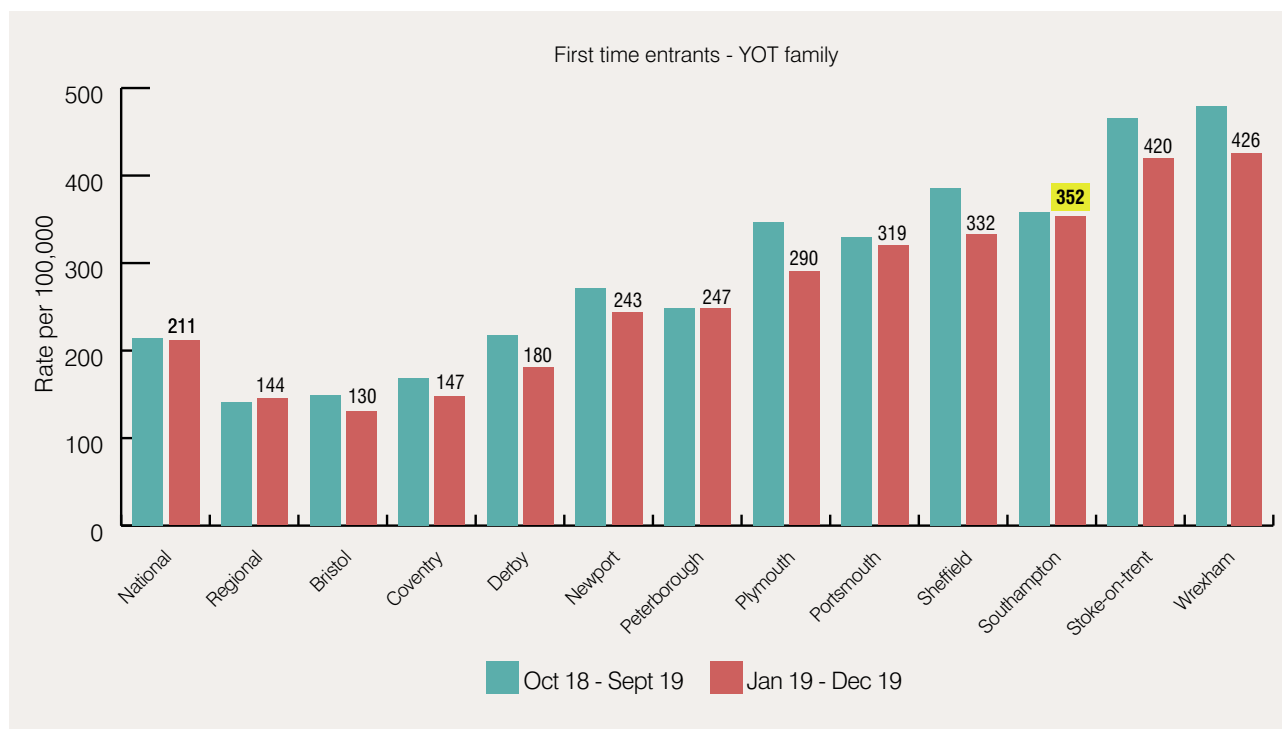


- 3.7.** Reoffending rates have continued to be encouraging based on the last data SYOS received. Looking over the last 3 year (appendix 3) there continues to be a downward trend regarding reoffending rates in Southampton, which is positive. The focus therefore has been on a specific group. The YOS updated 19/20 plan regarding the work to address local Serious Youth Violence (SYV) and successfully acquired YJB funding to undertake a piece of work with Hampshire Constabulary with the ambition of gathering and sharing data across agencies and the county more effectively. The project is progressing to the point that the project now has the data and are meeting to understand how to best utilise this to be most effective. This will involve expediting young people's access to services and ensuring greater tenacious efforts in engaging children and young people at those early stages. We will pilot next steps over the later part of 2021 with a view to sharing our learning across the other Hampshire YOTs by the end of 2021. SYV is a priority for the YOS, the VRU and the Safer Cities Partnership and fits with the wider aims of addressing concerns at an early stage to prevent escalation. Mindful however that due to the pandemic YOTs have not received National Data for most of the last 12 months.
- 3.8.** SYOS will continue to build on the reach of SYOS arts project offer and SYOS Gold Artsmark, to benefit more young people and to develop Southampton YOS as an exemplar of good practice. Recognising the benefits of arts and culture in supporting, in a strength-based way the aim of reducing offending through supporting life skills, increase self-worth, achievement, a different identity and a spring-board into other education, training and employment opportunities. The VRU have funded this project when other funding was cut and has allowed the YOS to continue its commitment to its art and culture focus and supporting the wider departments aim of becoming City of Culture in 2025. .
- 3.9.** The Service will also continue to build on their understanding of trauma informed practice with the aim of improving engagement, working with children at the right level, supporting the needs and effectively and positively supporting change. In terms of any policy reviews and protocol refresh, trauma informed practice will be at the heart of our aims and objectives. This objective is ongoing, with a series of training being delivered to the team and volunteers



as well as trauma informed leads within the team to bring updates and learning to team meetings. Trauma is also now recognised on our Joint decision-making panel template, taking these areas into account when making decisions about children. Ensuring children are central to all decisions, that their voice is heard, and plans are child centred and co-produced and committed at all times to improving lives of the children we work with. Again, this ethos aligns with the wider council goals of being a Child Friendly accredited city.

## First Time Entrants



- 3.10.** Data continues to highlight concerns for SYOS First Time Entrant rates, and Hampshire as a whole. Whilst we have not had National Data for the majority of the last year, the last data we received as well as localised tracking indicates that there is no significant change to this trend. January to December 2019 Southampton's figures were 352 per 100,00 10-17 population, compared to 284 for the family group and 211 as the national average. Figures are also not reducing at same rate as the family group either, with national rates from 2018 (Southampton -1.4%, family -8.9, national -12.4).
- 3.11.** Observations are that both a more robust prevention of offending offer is required as well as some additionality to our already established Out of Court offer. Both areas are priorities in the strategic plan for 2021-24. It is noted that all Hampshire YOTs would like to progress a diversion offer, but there have been internal reviews within the Constabulary that has delayed matters. There are however, positive and constructive conversations been had, and progress is being made in this area. The Service hopes to be able to update on significant progress in next year's review. What SYOS are clear on is, that as soon as we agree criteria with Hampshire Constabulary and can proceed, SYOS is ready to be able to deliver this extension to its officer.
- 3.12.** Meanwhile the focus for Southampton YOS has been about thinking about the Service's decision-making process, increasing the voice of the child, making better more informed decisions that are right for the child, the victims and communities. This will be addressed through a pre triage assessment, a process which has been to the Youth Justice Management Board and which is now being piloted.

- 3.13.** This process will also support any expansion to SYOS's prevention and diversion agenda and will allow us where possible to make more informed decisions regarding the most appropriate pathway for that young person. SYOS Board representative for Diversion, the Health partner, is supporting the YOS manager in terms of what that provision might look like.
- 3.14.** In addition, the YOS updated the YJB in 19/20 on an important piece of work for the Hampshire and IOW Local Criminal Justice Board detailing the multi-agency response to the Lammy Report into disproportionality in the Criminal Justice System and setting the foundations for the ongoing Police and Crime Commissioner's response to tackling disproportionality locally. The YOS continues to be involved in this piece of work with the Board, building on that report but supporting a wider monitoring of statistics and outcomes around this area and will feed into the wider response to disproportionality in the criminal justice system in Hampshire. This work is also informing SYOS own internal action plan on this theme and again is a priority for the coming year. The YOS' level of data is constantly improving and evolving, with more data broken down into ethnic group, gender, disposal type and is allowing the Service and the Board to identify any problematic trends or groups that are more disproportionately represented, and allow for a more targeted approach to responding to these concerns. The action plan for the coming year is outlined in appendix 2.

## **Service improvement and recovery plan, review of the preceding year (2020-2021)**

### **PRIORITY ONE**

#### **SCC and partners to resource the YOS sufficiently for it to work effectively to prevent and reduce offending, protect others, and protect the safety and wellbeing of children and young people.**

- 3.15.** At the point of the last inspection, it was assessed that there was insufficient Children and Families resourcing within the YOS and statutory partnership contributions were not fully in place during the period of the National Standards Self-Assessment. There was a clear risk that the quality, efficiency and the effectiveness of YOS work would be impacted. Since that time the YOS has had an uplift of YOS staff by two full time equivalents. The YOS has a full complement of CAMHS nurses now in place and are awaiting the results of expression of interest to our 0.5 Probation Officer role. We are in a better position in terms of case management and specialist services support although it is noted that there has been a reduction in partnership resources which impacts on capability overall. The service's focus needs to be around making use of those external resources that are currently open to SYOS, including speech and language, to evidence the need for a dedicated resource in the YOS. It is also noted that the YOS leadership team has capacity issues, having only 1.6 Assistant Team Manager resource (a reduction from 2 FTE) and will impact on the Service's ability to be innovative and drive change and will be a focus for the coming 12 months.
- 3.16.** There is a meeting with senior leaders and budget holders in June 2021 to ensure the budget and resources are fit for purpose to deliver a high-quality service for our children.
- 3.17.** Commissioned Services required review to ensure fit for purpose and appropriately resourced. These include AA tender, children in custody concordat, substance misuse services all of which are positively progressing. Senior leaders within Southampton City Council, SYOS management team and the Integrated Commissioning Unit will review all contracts and service level agreements in September 2021 to ensure that they deliver the right levels of capability and capacity.
- 3.18.** The SYOS Health Board representative, senior commissioner, is now the Board lead for Diversion is focusing on what is required to ensure the YOS has resources required for this diversification of YOS work. This review will be complete by September 2021.

## **PRIORITY TWO**

**SCC and partners to make sure the educational needs of all children and young people are understood and that they have access to high-quality education and training services that are matched to their needs.**

**3.19.** There have been several workstreams linked to this priority over the last year, recognising the concern that too many children finishing YOS intervention are not accessing full time education, training and employment - a pattern that has been established for some time now. Our inspection report identified that the partnership is not meeting the education needs of children and young people effectively, this was also confirmed in a benchmarking exercise which was undertaken in 2020.

Activities to address this issue, and which are led by the Education Strategy, Planning & Improvement Service Manager, who is also SYOS Board lead in this area, include:

- o a task and finish group across the department focusing on those not in education, training or employment cohort,
- o a YOS/education action plan designed to improve communication across partners in SEND, Inclusion, Virtual School and Education Welfare to collectively solve problems on a case by case basis and use those relationships in education to unblock and resolve barriers. This improved process has now started, and we aim to review the impact in December 2021, the aim is to increase the amount of children in appropriate education, training and employment at the point of YOS closure.

**3.20.** The Board also commissioned a piece of analysis, completed by the Inclusion lead, to review the data in relation to ethnicity, school access and outcomes, in order to understand if there are particular groups, we need to have a greater focus on. The intention is to review and develop a plan based on the outcomes of this analysis by December 2021.

**3.21.** In addition, it is recognised that a process review of the activities around Education Training Employment internally is required. Understanding the needs of the service versus the resources we have in place, understand where the gaps in provision are and explore solutions to those. This is a piece of work currently taking place. What is clear is that the YOS team has a good grasp and understanding of the children it is engaged with and a good tracking process in place for both school aged and post 16 children, however, there is a need to build on this across the department and strengthen communication within education so YOS can access partner support when they encounters problems in this area. As outlined above, this has now been implemented with stronger links with our education colleagues and weekly emails going out to all service managers regarding YOS caseload and educational status, to support any particular barriers we may have with specific cases.

**3.22.** The quality of information received from education partners at the screening stage for the Joint Decision-Making Panel needs improving. Providing more clarity on attendance, and what those absences are (authorised, missing episodes, exclusions), what a child's behaviour is like in school, whether there is SEN or speech, language concerns and any risks of exclusion, all need to be considered at the pre decision stage. The introduction of a pre triage assessment should have a positive impact and will allow the Joint Decision-Making Panel to be more informed and proactive in this area at an earlier stage. A paper has been presented to the Board and a pilot has been agreed, the pilot started on 1st June for a period of six months, and the YOS is due to review its impact after 1st December. This also supports the wider HMIP view regarding decision making at out of court level and presenting a well-informed, analytical and personalised assessment of the child or young person.

- 3.23. These areas are in their infancy and our data from the last 12 months remains poor. The aim is that these activities will start to have an impact into the coming year with SYOS first review of the impact taking place in December 2021.

### **PRIORITY 3**

#### **SCC and partners to make sure that services are delivered in premises that are safe, suitable and accessible for children and young people, as well as staff.**

- 3.24. It was noted in the HMIP inspection that the premises used by the YOS were unsuitable, there were health and safety concerns, they were not child friendly and many staff felt unsafe working there. The premises are now closed and currently YOS does not have a venue to work out of. Whilst during the lockdown periods, this has been no different to other services, the concern is that there is still no resolution to this issue, and this will start to impact on the team as well as the services ability to provide a complete service to children. The decision around the property has been taken seriously and is now part of the wider Children and Learning department service redesign and all options are still being considered, whether that is a redesign of the original building or relocation with other services to another premises. No decision around this has been made at the time of writing. Discussions are ongoing regarding a temporary solution that would allow staff, on a rota basis, to have an office base to work from with a view to being to access a building from September 2021.
- 3.25. The Junior Attendance centre has a temporary base in a Sure Start centre on the west side of the city. For obvious reasons a review of whether the premises remain fit for purpose for the needs of the JAC has not taken place, primarily due to the fact that JAC has been virtual for most of the last year. This venue is assessed as COVID safe and the JAC will be based there offering both face to face and virtual contact, at least in the short term, while future considerations are undertaken.

### **PRIORITY 4**

#### **YJMB Board Chair to hold both the YOS and its partners to account for their performance, ensure that Board members scrutinise the delivery of youth justice services (including out-of-court work), challenge each other, and advocate for children and young people in their own services.**

- 3.26. During SYOS 2019 inspection it was identified that the Youth Justice Management Board needed to be more effective in holding YOS and partners to account, that attendance of partners was sporadic and focus was required on organisation delivery. It was recognised that at times the Board representatives were not at the senior level required. Changes have since been made to who sits on the Board. The YOS Board has a new Chair (started in January 2021) who is the Executive Director for Communities, Culture & Homes, a Quality Assurance sub group has been developed and is chaired by the deputy chair, who is the head of Portsmouth, Southampton and the Isle of Wight National Probation Service. Leads have been assigned to partners where the expectation is that they are accountable for progress on those areas of work. The Executive Director for Children and Learning is also a member of the YJMB. A strategic discussion between board members took place in April 2020, with a focus on priorities and strategic areas of focus, as outlined in this plan, as well roles and expectations. There is a renewed sense of collaboration and commitment.
- 3.27. The Board chair recognised the need for a sub-group devoted to QA so that a greater level of scrutiny of YOS work could take place, setting out clear improvement activity and feeding back into the Board for overview. An overview of Out of Court work has taken place, (as a result of feedback from HMIP), and will be reviewed in this forum, as will the project plan for the JDMP pilot and a discussion around the links between the Board and the Safeguarding Partnership activities. Current representatives on this Sub-Group include the Children Services QA manager, partnership manager for the Southampton Safeguarding partnership, Probation, Police and YOS managers.

- 3.28. Whilst there is a pan Hampshire scrutiny panel, a local panel has also been introduced overseen by the Constabulary district commander, who also sits on the Board. The aim is to analyse, at a local level, activities connected to out of court decision making, assessment and delivery as well as reviews of local police issued community resolutions. Both of these panels take place on a quarterly basis and allow us to review decision making and feed learning back into our respective organisations.
- 3.29. Links are now being made between the activity happening on a day to day basis and the Board agenda and priorities – operational to strategic. Early observations are that this change has brought new impetus and momentum to the work of the Board, supporting the YOS manager to deliver and innovate.

## **PRIORITY 5**

### **YJMB Board Chair to understand the reasons for and try to reduce the disproportionate number of black and minority ethnic children and young people in the service.**

- 3.30. The Board deputy chair now has a lead for this area. Since the Service inspection and NS benchmarking, we have made steps towards understanding the issues relating to disproportionality better but also accept that this is a large area for review, higher quality data and analysis including the voices of young people and the community. SYOS has begun to develop much better data of ethnic representation at all areas of the service and this data is starting to be reflected in the Board performance report and so better scrutiny will start to take place.
- 3.31. SYOS are represented at the Local Criminal Justice Board and the Reducing Reoffending Strategy group, both of which have disproportionality as a focus and SYOS is contributing to the wider discussion around collective data and scrutiny across. Similar discussions are also happening across the YOT region around a collective data sharing plan and a collective response to how YOTs might tackle it. The aim is on a county level to have a better understanding of the issues more widely to feed into and develop action plans across criminal justice agencies in the county. This will also support the more localised response required of Southampton YOS.
- 3.32. An application was made to the YJB Peer review team to peer review SYOS but with a specific agenda focused on black and ethnic minority disproportionality in the service. This was accepted last year but for understandable reasons, delayed. The plan is for this to now take place in early Autumn 2021. The service is keen to support this review and feedback and to be able to build this into action planning around this area.
- 3.33. Disproportionality has also been a theme for the pan Hampshire scrutiny panel and allowed the panel to look at the gaps in YOS work including identifying ethnicity at the decision-making panel and a lack of consideration of identity at decision making and throughout the assessment of the child. Actions coming out of this are a need for specific training around unconscious bias and cultural competence for teams, better transparent recording of ethnicity at JDMP, including in decision making rationales and outcomes, guidance on disproportionality on a general level (and would include pre-existing protocols such as the looked after children guidance), but with specific guidance, and best practice for practitioners. The aim is to have training scheduled in across all pan Hampshire Youth offending teams by May 2022.
- 3.34. The SCC Inclusion Service Manager and YOS Manager are exploring ways in which we can interrogate and analyse data across education and YOS cohort to better understand where gaps might be and how we can collectively respond to any issues.
- 3.35. Hampshire Constabulary, at the time of writing, are undertaking an end to end review of youth justice. Some of which overlaps into joint working with the Pan Hampshire YOTs,

including Diversion and disproportionality. Pants Hants YOTs are feeding into this review and have specifically raised how the JDMP and decision-making process can impact on already perceived injustice and discrimination and hope there will be an opportunity to review our joint processes as a result. At the time of writing we are waiting for the outcomes of this review.

- 3.36.** This area of need remains a priority for the Board and will be a priority for the forth coming year. The aim is to reduce the volume of black and ethnic minority children coming into the youth justice system and to upskill staff to better engage, discuss and reflect the needs of children who do enter the justice system..

## **PRIORITY 6**

**YOS Manager to make sure that planning in individual cases to manage risk of harm to others, and to address safety and wellbeing factors, is of good quality, clearly recorded and gives enough attention to contingency arrangements. Priority 7 - YOS Manager to improve the quality of assessment in out-of-court disposal work.**

- 3.37.** The introduction of a Quality Assurance sub-group aims to provide greater scrutiny on all themes relating to QA and action planning around this which will then feed back into the Board for oversight.
- 3.38.** QA audit of Out of Court work has been completed by SCC Quality Manager and will be reviewed at the next QA sub-group . Themes that have come out of this review include reviewing the QA framework internally, improving SMART planning and recording. SYOS QA framework has been reviewed and with the implementation of peer audits being reintroduced to the team. In addition, the YOS QA group who are scheduled to meet, reflect and implement learning from these sessions and that group will feed into the QA sub group for oversight.
- 3.39.** Peer review with Portsmouth YOT was scheduled in but cancelled due to the pandemic. To date, a new date has not been arranged and has yet to be planned in due to ongoing operational issues linked to the pandemic. It remains on our action plan, to plan as soon as it is practical to do so.
- 3.40.** Both a pan Hampshire and a city-wide scrutiny panel has been introduced. Learning from both panels is fed back into the appropriate agency to support individual continuous development but also can feed into decisions about organisational processes and gaps in training which can then be acted upon. The pan Hampshire panel allows us to develop county wide trends and themes and the localised panel allows us to respond at a more local level. Both panels will continue to run into the 21/22 . Examples of learning from these forums are evidencing the need for a pre Joint decision making assessment (now being piloted) and to ensure ethnicity is recorded on our decision making paperwork, which previously it was not.
- 3.41.** The introduction of the pre triage assessment, which has been considered by the Board, is now being piloted for a period of 6 months. This allows for additional scrutiny at the Joint Decision-Making Panel to consider whether the proposed plan meets the needs of the case.
- 3.42.** The YOS will continue to implement the recommendations of the Health Needs of YOS children, completed at the end of 2019, to achieve the stated outcomes and new models of delivery. Engagement from Health Partners at Management Board has increased, the health representative is the Diversion lead for the Board and also supports with the review of the needs of the YOS and the provision required to expand our work into the prevention of offending and diversion from the YJS.



**3.43.** Areas still to be addressed include:

- o Developing a Workforce Development offer to enable high quality Assessment, Planning, Intervention and Supervision. Review of this offer and the broader Childrens and Families offer to ensure training and development meets the needs of the Workforce . This will be completed by December 2022.
- o Review of Sentencing planning guidance to improve professional planning, by June 2022.

**3.44.** The YOS continues to support the 20 schools involved in the Restorative Practice Schools Network, supporting embedding restorative practice in schools and with other partners; in order to provide innovative, outcome focused opportunities for children and to avoid escalation.



## Section 4:

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### Challenges, Risk and Issues

With the use of data, revitalising the YJMB, working with partners and using learning from the pandemic there has been significant learning which has led to the identification of emerging risks and actions to address them;

#### 4.1. Covid 19 and the on-going impact of the pandemic on service delivery

Whilst Courts have started to return to normal practice and waiting lists have been cleared, SYOS has for some now continued to run their caution clinics and the service has established a virtual JDMP process which will now become business as usual.

The team is still undertaking virtual contact but where possible we are now meeting young people face to face in a COVID safe way. There was some delay in how we operated in the early stages of the pandemic and professionals know that there is an unseen impact of not going into homes and picking up on concerns earlier. We also know that digital poverty is a reality for many families and this period has only seen a widening of the gap around access and disadvantage.

HMIP Thematic inspection in 2020, particularly the YOT response to COVID 19 confirms some of the YOS learning over the last 12 months - the use of virtual contact with professionals and with families has clear merits on some occasions and, as such, will continue into the coming year; that walk and talk sessions work well virtually, that some children enjoyed the option of combined virtual and face to face contact. The thematic inspection also highlights concerns around digital poverty, that not having access to IT impacted on some children's ability to engage in education and have meaningful contact with services. It also highlighted the need to routinely check in around IT and remote communication methods as standard, which the YOS will look to implement so we can quickly meet the needs of the child.

#### 4.2. Financial Contributions

There is a gap analyse scheduled to take place this year of the financial and resource contributions in relation to the needs of the service. A discussion is scheduled for the next Board in June 2021 and from that actions to complete this task will be directed. There is recognition that the reduction of contributions will lead to the reduction of services which will undoubtedly have impacted on SYOS ability to respond innovatively to the risks of the current cohort. This analysis is designed to then discuss and understand those risks in more detail and with the view that the Board will need sight of this work and form decisions on how best to respond.

#### 4.3. SYOS Inspection

Since SYOS's last plan, a HMIP inspection has taken place in 2019 and the service received a 'good rating', with the report being published in January 2020. Those key recommendations formed part of the service plan reviewed earlier in this report. In summary it; (1) identified deficiencies in governance arrangements which the service has taken steps to address; (2) highlighted weaknesses in our out of court work and this has developed a focus in terms of learning from and building on this area of practice. The quality of work with out of court disposals and community resolutions was reported in the HMIP annual report to be of wider concern highlighting that there were generally poorer interventions delivered than those going through the court system. We are ensuring that we address this risk as we think about expanding this area of YOS work.

What was positive to note was the delivery of SYOS services was outstanding, something which we will strive to maintain. As already highlighted the specifics of the plan building on this evidence base, are in appendix 2. The focus of building better provision downstream and better and a more robust diversion offer for those at risk of becoming first- time entrants, will allow the service and the Board to develop quality provision and is a key priority; (3) Disproportionality was identified as an issue in the city. Whilst the sector has been aware for some time of this issue and has started to build better data around this, much more needs to be done to respond to this effectively. SYOS has disproportionality as one of its priorities for the coming three years delivering the action plan which it is anticipated will be an iterative process as we scrutinise and understand the problems better. The HMIP Annual Report notes that many YOTs are now in a place where they are trying to develop knowledge and good practice in this area. The details of SYOS current actions are outlined in more detail in appendix 2. It is noted here as a risk - by doing nothing to respond to this area of work we will continue to disproportionately impact on children of differing heritage.

#### **4.4. National Standards**

SYOS, along with all other YOT's across the country, benchmarked themselves against the New National Standards in 2020. Those areas for improvement and development feature in the planning which has been reviewed above. The National Standards audit also highlighted gaps in provision and this has led to additional resources being allocated as well as the review of partner contributions. Areas flagged in the National Standards audit exercise reflected gaps already identified during the inspection.

#### **4.5. Accommodation**

Access to suitable premises has already been identified and it is reiterated here due to the risks of a continued lack of premises - the risk of not coming together as a team and providing accessible children friendly premises is of concern. Whilst the council recognise this gap and are developing a Council and Department wide accommodation strategy, this will take some time. To mitigate against the risk we have regular teams meeting, have arranged some hot desk space for the team and are looking to have a COVID safe team day in the summer which will take place outside. In addition, the service has worked hard to find community spaces across the city that we can utilise to meeting young people as well as walk and talks which are now established. Currently, given we are still in a lockdown situation, this is sufficient, but it will need to be constantly reviewed and adapted as we go, especially when we are in a position to offer group work again.

#### **4.6. Education, Training and Employment**

SYOS received the Gold Artsmark, a reflection of the work the service has achieved to include arts and culture into interventions with young people and this will continue to be central to our work and be a feature of any developing plans for diversion and prevention work. It links to Southampton City Councils ambition to be a City of Culture. SYOS also contributed to an arts in criminal justice symposium at the beginning of 2021, working alongside YOT colleagues and arts partners. The Service has an Arts Steering Group meeting and this will continue to be held despite the significant disruption of the last 12 months. There is recognition and a strong commitment to align this work with our priority of supporting children back into education training and employment. We are working with our partners to ensure we have sufficient funding to resource this work.

National and local data continues to be analysed on a quarterly basis and over the last 12 months there have been continuing concerns that ETE data indicates significant numbers of children are not completing their interventions with positive outcomes - this has been a trend now for some time and we know that this increases the risk of exploitation and offending. A review of the actions around this have been outlined above.

#### **4.7. Serious Youth Crime**

The YOS is aware of the concern around SYV, safety and wellbeing, particularly in the city. The Service continues to engage at city level, linking with cross partner initiatives to address and deal with exploitation trends and risks. Locally our involvement in Safer City Meetings, 4LSCB Exploitation Meetings, Missing, Exploited and Trafficked (MET) meetings, Weapons Action Group, Violent Reduction Core group and Tactical Planning Meetings reflect the desire of the city to respond to this growing and concerning risks to children, victims and communities. As previously outlined, the YOS was part of a successful bid for funding from the YJB to identify more effective ways of monitoring children at risk of Serious Youth Violence who may be involved in exploitative behaviour and which continues to be a priority in the forthcoming year.

#### **4.8. Health Needs**

The Health Needs assessment was completed at the latter end of 2019 and, as such, was not reflected in the last document submitted to the YJB. This assessment made several recommendations. The focus over the last 12 months has been; (1) applying a more trauma informed approach to the work of SYOS - Developing a formal model of case formulation for our more complex cases, supporting children to build on resilience and protective factors (and making better use of community resources) and supporting children in understanding their own health needs better; (2) The prevention of offending, supporting those at risk of offending, supporting young people in school environments. This reinforces our own YOS and Council wide ambition to meet needs earlier. This will be responded to in the reshape of the vulnerable adolescent offer for the city which will be launched in September 2021; (3) Speech and Language was also noted as a theme. A business case is being developed to have our own in house resource and this will be presented to the Board in the autumn of this year. Training has been delivered on this area but more work needs to be achieved for YOS to proactively include and consider speech and language and refer into services.

The YOS identify the need to really embed trauma informed practice and particularly the need to reflect a trauma informed approach to all policies and practices is key. SYOS has recently identified ACE leads in the team, to update on all relevant training and practices but to act as a support for those children where we need to consider how trauma impacts on their behaviour and participation in intervention. SYOS want to continue to build on this through our new developing areas of Prevention and Diversion and have this as a central theme to how we approach the work with children. It is identified here as an ongoing challenge to build on the work already achieved.

#### **4.9. Probation**

There is a current Probation Officer vacancy. At the time of writing, there has been three invitations to express an interest within the NPS, but no uptake. There is a real risk of a continued gap of NPS input in the day to day activities of the YOS, especially in terms of transition. Currently working with the NPS lead to consider ways in which we can resolve this issue and will be discussed at the next board to escalate the issue.



## Section 5:

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### Service Business and improvement plan 2021/24

The priorities for the service 2021-24, are focused on building on the outstanding need and learning from the last 12 months (and which have been highlighted in the narrative in section 3). The priorities are the following and the delivery plan to meet these objectives are outlined in appendix 2.

- 5.1. Prevention of Offending – to support the development of a prevention of offending service for the city by 2022.
- 5.2. Reduce First Time Entrants into the youth justice system – to be within the National Average for FTE by 2024.
- 5.3. A reduction in disproportionate representation of black and ethnic minorities in SYOS YJ system by 2024
- 5.4. Reduction in Serious Youth Violence in the city, to reduce outcomes of serious youth violence offences.

These priorities were developed in early 2021 and endorsed by YJMB in June 2021 and are due to be signed off by the city council in August 2021. These priorities align with the ambitions of the Safer City Partnership and some of the Youth Justice Board strategic priorities, as well as the key performance indicators. Service priorities also link to the wider Children and Learning Strategy for Southampton City and there are clear links to the four main priorities which are, a good start in life, live safely, be healthy and happy and access education and opportunities. More specifically early intervention, young people and serious youth crime are within the life safely priority. In addition, these YOS priorities are based around SYOS HMIP action plan and National Standards Benchmarking.



## Section 6:

### Plan Approval & Sign-off

We confirm that the Youth Justice Management Board has approved the Youth Justice Plan Review for 2019-20. We confirm that the Youth Justice Management Board has approved the Youth Justice Plan Review for 2019-20.

**Anna Harbridge**

Manager, Southampton Youth Offending Service

Date: 07.06.21

Signature:

**Mary D’Arcy**

Chair, Youth Justice Management Board

Date:

Signature:





## Appendix 1

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### Southampton YOS Vision, Purpose and Principles

#### Vision

Southampton Youth Offending Service is committed to contributing to a fair and effective Criminal Justice System which will provide justice for victims and local communities, rehabilitation and positive opportunities for children and value for money. We are a service that aspires to provide the best for our children and young people: we want them to achieve and succeed and we recognise that they will need robust support and supervision along the way in order to do this.

As the service develops, we aspire to ensure that children's needs are understood and supported in the context of their 'whole family' and that we apply a strengths based and restorative approach to our direct work with families, always taking those who come into the YOS as Children First.



## Purpose

Our purpose is to prevent young people offending and to accurately assess and offer high quality interventions to young people to reduce crime and to protect victims, in order to increase public safety in Southampton.

### We will do this by:

- preventing offending
- reducing re-offending
- improving outcomes for children
- protecting the public from the harm that young people can cause to individuals, communities and the public and
- working to ensure custody is limited only for those young people whose risk cannot be managed in the community
- promoting restorative practices in a range of settings to minimise and mitigate the risk of harm that can be caused by problematic and risk taking behaviour
- innovating and developing exemplars of good practice to share with a wider professional network and introducing a learning culture to our workforce
- working with the whole family; no child's needs should be assessed in isolation

## Principles

### The principles underpinning our service are:

- Provision of a fair and equitable service to children who offend, staff, victims and the wider public
- Always work on Child First principles
- Promotion on the use of Prevention and Diversion from Youth Justice
- Regard for the safety of the public as a priority
- Respect for diversity in terms of race, gender, disability, age and sexual orientation
- Promotion of the rights of victims and the rights and responsibilities of children and their families
- Valuing staff as our most important resource
- A collaborative partnership approach, based on effective analysis of local data
- Actively promoting appropriate interventions and sentencing
- Provision of a quality service which is effective, efficient and gives value for money
- Encourage active participation and co-creation with the children we work with.

## Appendix 2:

### Service Priorities – Delivery Plan 2021-2022

KPI	Goal	Lead officer	Service Activity	Target/Success Measure/date	Actions
<p><b>Reduction in First time Entrants</b></p> <p><b>Reduction in custodial rates</b></p>	<p><b>1.Prevention of Offending</b></p> <p>Support YOS KPI's of reduction in reoffending and custody rates through effective and robust prevention and diversion offers, intervening earlier downstream to prevent escalation</p>	<p>Chair of YOS Partnership Board and YOS Leadership Team</p>	<p>Supporting the developing Vulnerable Adolescent Offer for the city and building a crime prevention offer.</p> <p>Working closely with VRU colleagues and bridge the gap between YOS work and VRU work.</p> <p>Building on opportunities to work with partners such as health and education to build on crime prevention offer.</p>	<p>YOS being part of new embedded service responding to vulnerable adolescent need in the city. July 2022</p> <p>Developing/supporting a contextual approach to the Service wide work.</p> <p>Developing a third tier of work supporting a specific prevention of offending response. July 2022</p> <p>Reviewing all Community Resolutions that come into to the YOS and ensuring a specific pathway of allocation, sign post, decision not to allocate. June 2021</p> <p>Successful collaboration to bringing a trauma informed, health approach to the work, July 2022</p>	<p>Meet the demands of the service redesign to ensure a smooth transition into new service, without impacting on delivery of core YOS work.</p> <p>Build on the current Inclusion and Diversion offer. Whole family working, with a trauma informed approach to the work.</p> <p>Pilot joint review of Community Resolutions, ensuring a collaborative approach to that early intervention response with our young people.</p> <p>To explore opportunities to collaborate across pan hants group, across services when funding opportunities arise such as YEF, Health and criminal justice funding to build on any crime prevention offer in the city. Areas such as trauma informed, trusted adults, preventative mental health approach, speech and language links.</p>

KPI	Goal	Lead officer	Service Activity	Target/Success Measure/date	Actions
				<p>Increase in referrals to S&amp;L, increase referrals to YOS CAMHS as appropriate, closely links with BRS and programmes such as DBT, December 2021</p> <p>Referrals from education settings July 2022</p>	<p>Exploring and building on existing provision and pathways between YOS and health as we build a prevention offer.</p> <p>Build profile of prevention offer within education settings.</p>
	<b>2. Build on SYOS already established Diversion offer</b>	YOT Service/ Team Leaders/ Police	Introduce a Pre triage assessment to allow for more informed decisions and bespoke interventions. Trauma informed approach and more informed ETE (including SEN and S&L) information at point of decision making.	Pilot evidences impact on decision making and a reduction in FTE, June 2021	Pilot paper to go to the board, to work with police colleagues to set up a system that allows for a deferment period, set up a monitoring system to check impact of this change and monitor outcomes and feedback from teams.
To review all Community Resolutions given by the police to children in the city.			<p>Support reduction in FTE through effective use of the opportunity to intervene on all children who receive a CR, June 2021</p> <p>Monitor engagement success rate and reoffending rate of this cohort. January 2022</p>	To ensure no children 'fall through the gaps' and that all those that receive a CR are properly reviewed and decision made to allocate, to sign post to other services or to take no action.	
<p>Supporting a prevention offer</p> <p>Support YOS KPI's of reduction in reoffending and custody rates through effective and robust prevention and diversion offers, intervening earlier downstream to prevent escalation</p>			<p>An established early help offer that focuses on prevention of offending, is trauma informed, consider contextual safeguarding and supporting with inclusion issues – proactively working with children before they come to the attention of the police. July 2022</p> <p>Successful collaboration to bringing a trauma informed, health approach to the work.</p>	<p>Supporting the VAO for the city.</p> <p>Working closely with VRU colleagues and bridge the gap between YOS work and VRU work.</p> <p>Build on current Inclusion and Diversion offer.</p>	

KPI	Goal	Lead officer	Service Activity	Target/Success Measure/date	Actions
	2. Build on SYOS already established Diversion offer	YOT Service/ Team Leaders/ Police		Increase in referrals to S&L, increase referrals to YOS CAMHS as appropriate, closely links with BRS and programmes such as DBT, December 2021.	<p>Exploring opportunities to work with partners such as health and education to build on this area of work.</p> <p>To explore opportunities to collaborate across pan hants group, across services when funding opportunities arise such as YEF, Health and criminal justice funding to build on any crime prevention offer in the city. Areas such as trauma informed, trusted adults, preventative mental health approach, speech and language links.</p>
			Creating a new Diversion offer for those children who are at risk of becoming FTE.	<p>An offer being established as part of our OCCD options. January 2022</p> <p>Impact on FTE rates for the city.</p>	<p>To work with Police colleagues and pan Hants YOTs to establish a whole county approach to a Diversion scheme.</p> <p>To work with Board partners such as health to explore options to meet that Diversion need locally. This includes possible funding streams.</p>
<p>Reduce reoffending rates</p> <p>Reduce custody rates</p>	3.A reduction in disproportionate representation (DR) of black and ethnic minorities in the Soton YJ system	YOS leadership team/Deputy Board Chair	Training of staff in cultural competence, unconscious bias, increase awareness, dialogue within the team, increase confidence of staff and volunteers in this area and growing a culturally competent workforce.	<p>A more informed and confident workforce who can meet the needs of the communities they serve. May 2022</p> <p>Feedback from children and families</p> <p>QA work with a focus on culturally aware assessments and decision making. May 2022</p>	<p>Working with pan Hants colleagues and Learning and Development to explore co-commissioning options.</p> <p>Champions in the team to drive forward agenda at team level.</p>

KPI	Goal	Lead officer	Service Activity	Target/Success Measure/date	Actions
		YOS leadership team/Deputy Board Chair	Protocol on Disproportionality	Organisational guidance that covers all aspects of disproportionality. May 2022	Following further training and scrutiny of data explore a wider protocol around disproportionality to provide guidance on good practice.
		YOS leadership team/Deputy Board Chair/ performance officer.	Increased monitoring and reporting to allow for scrutiny of data	Increased level of data presented at Board meetings to allow for increased level of scrutiny. June 2021  Supported informed and targeted action in any problem areas.	To start to build better reporting of our black and ethnic minority cohort, to be able to better analyse what the issues are and where and who they most impact.
		YOS leadership, YOS police, Court representative.	Collaborative approaches to partnership work such as at JDMP/Court/work at LCJB and Reducing reoffending Board.	Improve processes that might increase unfair decision making. May 2022  Reduce the amount of DR in the cohort., specifically the increase in mixed heritage group. December 2022  Hampshire wide scrutiny of CJ services, to enable partnerships to make more informed and targeted responses to this issue.	Work with police colleagues and Court to think about ways we can reduce impact of unconscious bias at key decision points.  YOS manager to continue to represent at both LCJB and RRB to contribute to the Hampshire wide activities around this area. Including achieving an established monitoring process across CJ agencies to allow for wider scrutiny of data.
		YOS leadership team/Board	Peer Review due in September 2021, and a small sample study reviewed by HMIP – these areas of feedback will contribute to any action plan moving forward.	Action feedback, build into action plan with ultimate aim of positively impacting on this issue in the city. Action plan review by December 2021	Liaison with HMIP  Plan for Peer review for Autumn 2021



KPI	Goal	Lead officer	Service Activity	Target/Success Measure/date	Actions
	<b>4. Reduction in Serious Youth Violence in the city</b>	Chair of YOS Partnership Board and YOS Leadership Team	YOS being embedded in the Vulnerable Adolescent offer for the city	YOS being part of new embedded service responding to vulnerable adolescent need in the city. July 2022	Meet the demands of the service redesign to ensure a smooth transition into new service, without impacting on delivery of core YOS work.
		YOS leadership team	Working collaboratively with partners such as Weapons Action Group, Violence Reduction Unit, Safe Cities, education provision for a better whole system approach to the issue.	Reduction in level of serious offending in the city. December 2022	Continue to track outcomes for SYV to monitor this
		YOS leadership team/Police	Build on the YJB funded pathfinder project – and through use of prevention and diversion proactively intervening in those young people at risk.  Focusing on risk of reoffending of a specific cohort of young people	Monitor outcomes of the pathfinder project. December 2021  Reduction in annual serious offences figures for the city. December 2022.  Prevention team embedded in and proactively tackling these issues. Monitor the offending rate of this cohort. July 2022.	To build on phase 1 of the project moving into test and action phase.  Continue to monitor outcomes for offences of SYV.  Transition of team moving into a prevention role as part of the service redesign.
		Education lead, YOS leadership team	Build an effective response to Education training and employment for YOS cohort, recognising the links between poor ETE provision and escalating risks of both vulnerability and harm.	Increase level of YOS cohort engagement in ETE.  Evidence of good communication across YOS and Education and strategies to deal with escalating and resolving issues. December 2021	Task and finish group led by Clodagh Freestone  YOS/education action plan to improve communication, build in escalation processes to resolve blockers to engaging in ETE

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& chips  
Pizza

Big



## Appendix 3:

### 2020/21 Performance

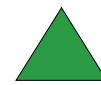
#### Summary:

This section summarises service performance against national and local performance indicators during 2020/21. Data for the national performance indicators is from the most recent available period. Performance against National Indicators:

#### Reducing Custody

##### RAG Rating

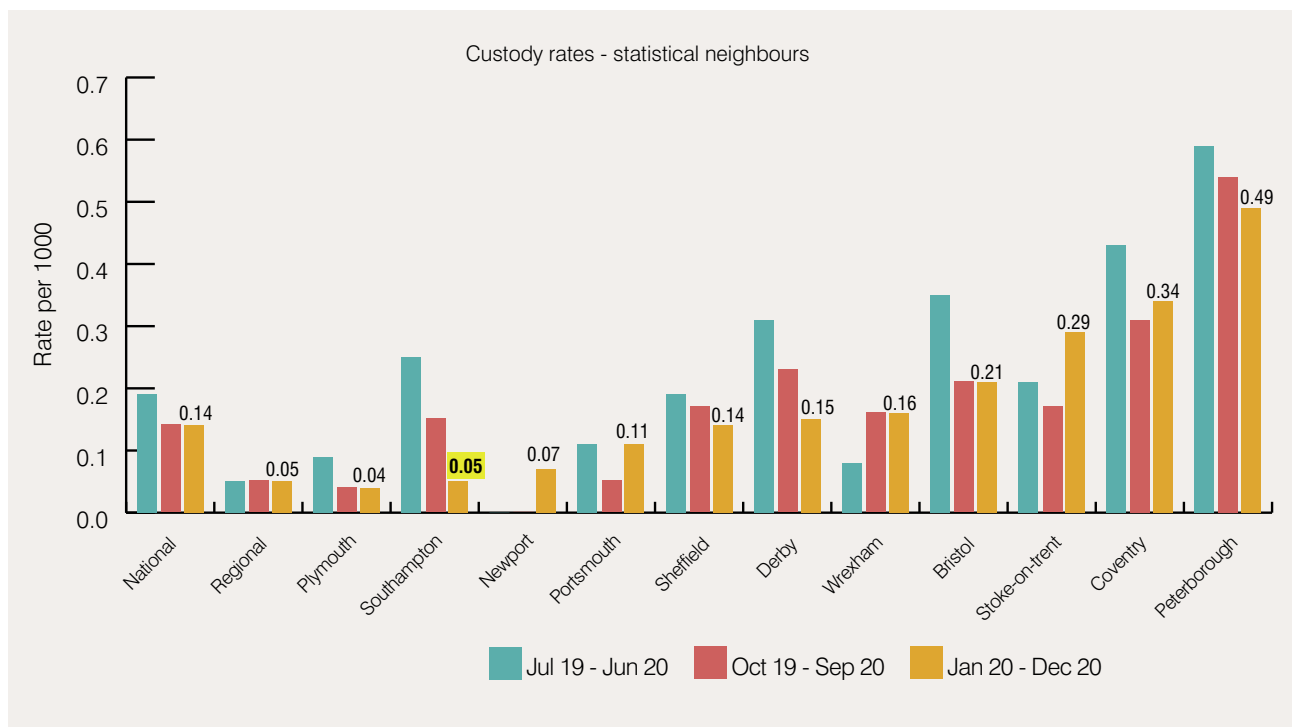
Green < 0.10   Amber 0.10- 0.15   Red > 0.15   (per 1000)



##### Measure

This indicator measures the number of custodial sentences given to young people per 1,000 young people (10 to 17 years) in the locality. It is drawn from CORE+ and uses population data taken from the Office of National Statistics mid-year estimates.

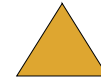
**Table 1: Custody Rate in Southampton and new YOT Family**



## Reducing Re-offending

### RAG Rating:

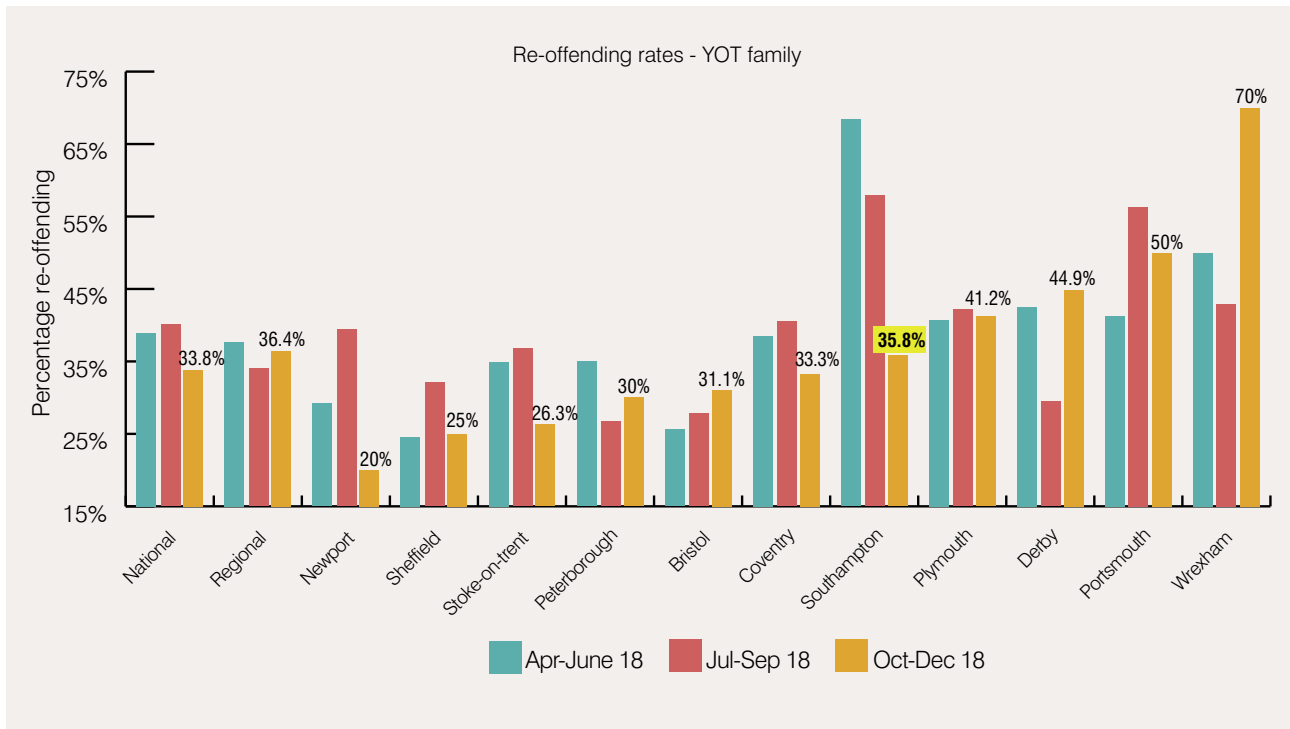
Green <35%    Amber <40%    Red >41%



### New methodology

The Ministry of Justice has changed the methodology for measuring reoffending. There has been a move to a three month cohort rather than a 12 month cohort. The cohort will still be tracked over 12 months. Changing from 12 month cohorts to the 3 month cohorts results in a greater proportion of prolific offenders and hence higher reoffending rates, though both measures show similar trends over time at a national level, though both measures show similar trends over time at a national level (see below). There is a greater variance at local level so the My YOT page shows the Annual reoffending rate.

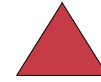
### Re-offending Rate in Southampton and new YOT Family



## First Time Entrants

### RAG Rating

Green < 200    Amber <300    Red >300    (per 100,000)

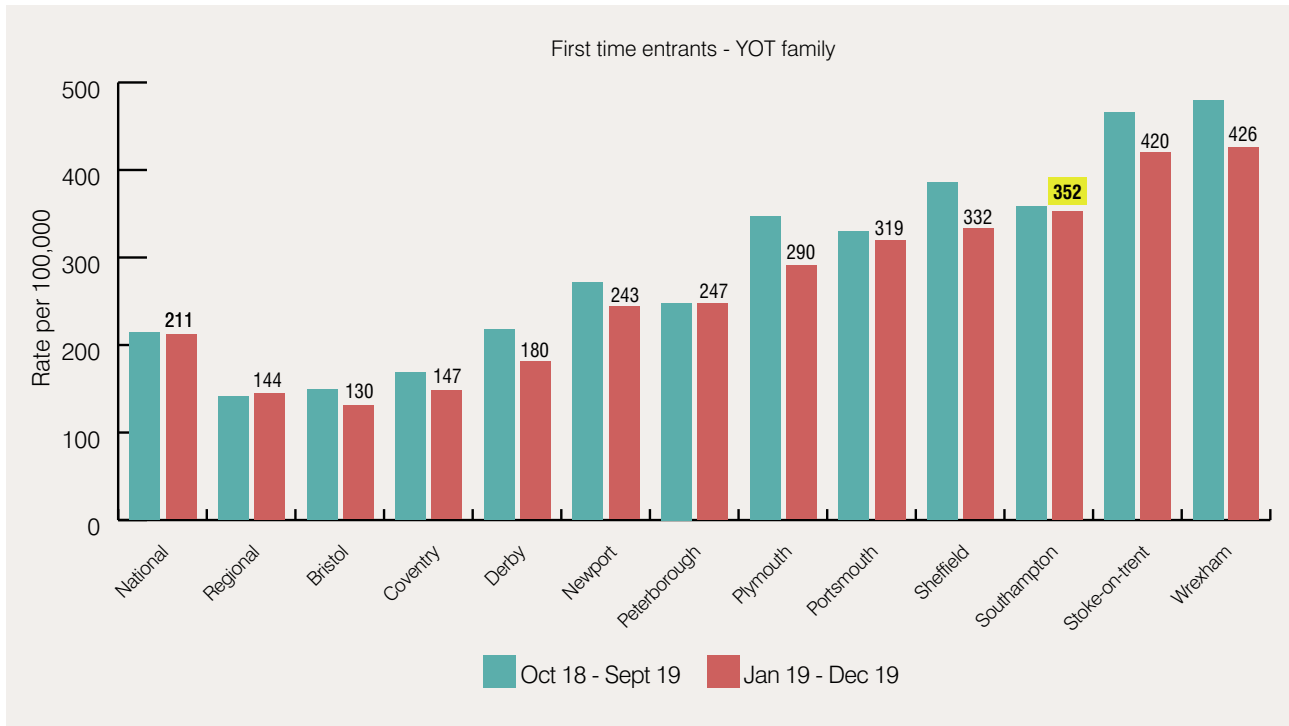


### Measure

This indicator measures First Time Entrants (FTE) using data drawn from the Police National Computer – the graph displays the number of FTEs as a rate per 100,000 young people (10 to 17 years) locally. It uses population data taken from the Office of National Statistics mid-year estimates. The cohort represents young people who have received a first ‘substantive outcome’ in the period i.e. Youth Caution, court outcome.

Note: Historical published FTE figures can change in later MOJ data releases due to delays in the criminal justice system and appeals, therefore all FTE data in this report is correct at the time of release.

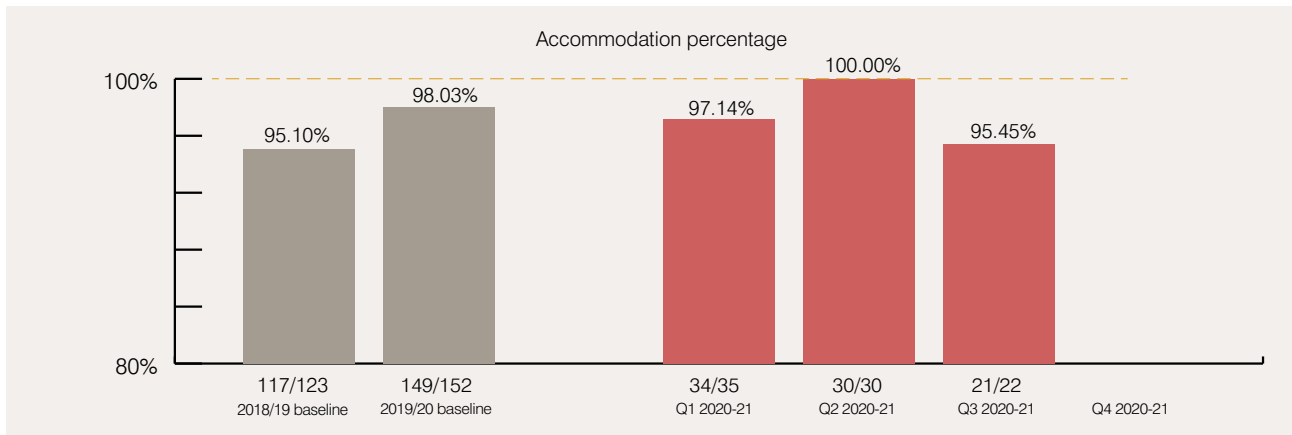
**Table 3: First Time Entrants Rate in Southampton and new YOT Family**



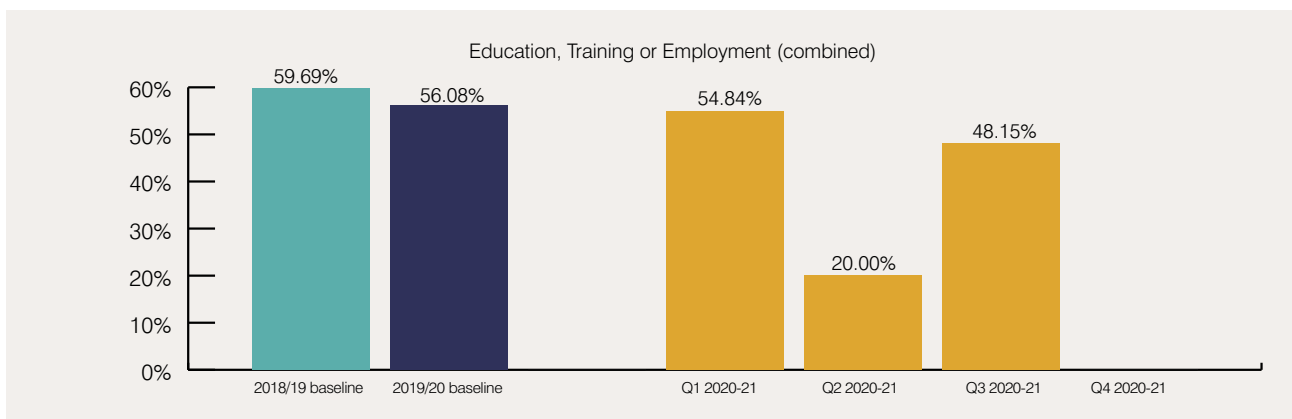
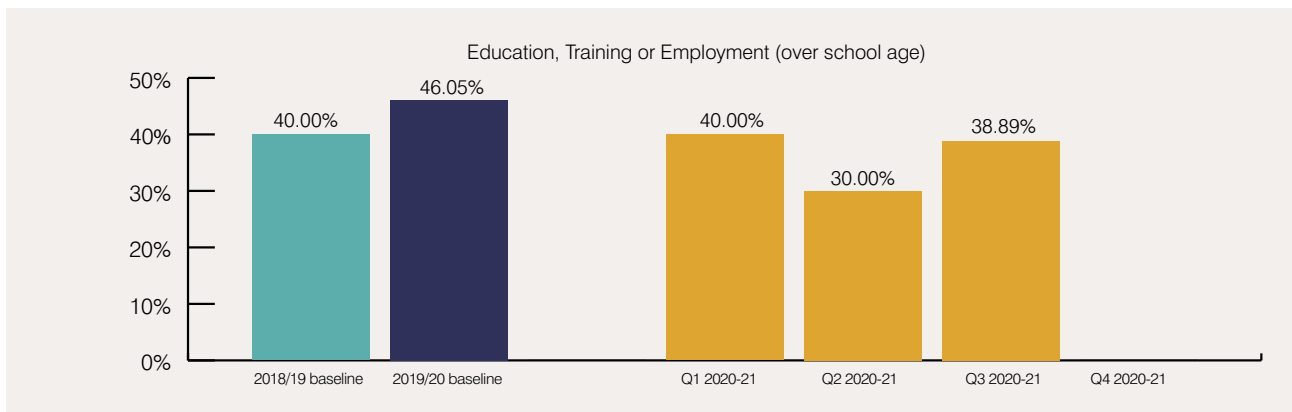
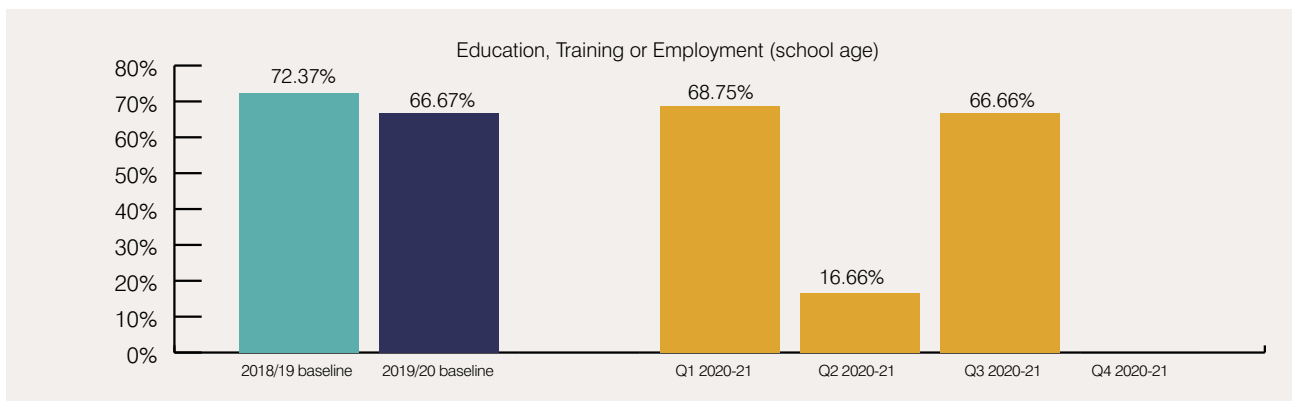


## Local Indicators

**Table 4: Accommodation Suitability**

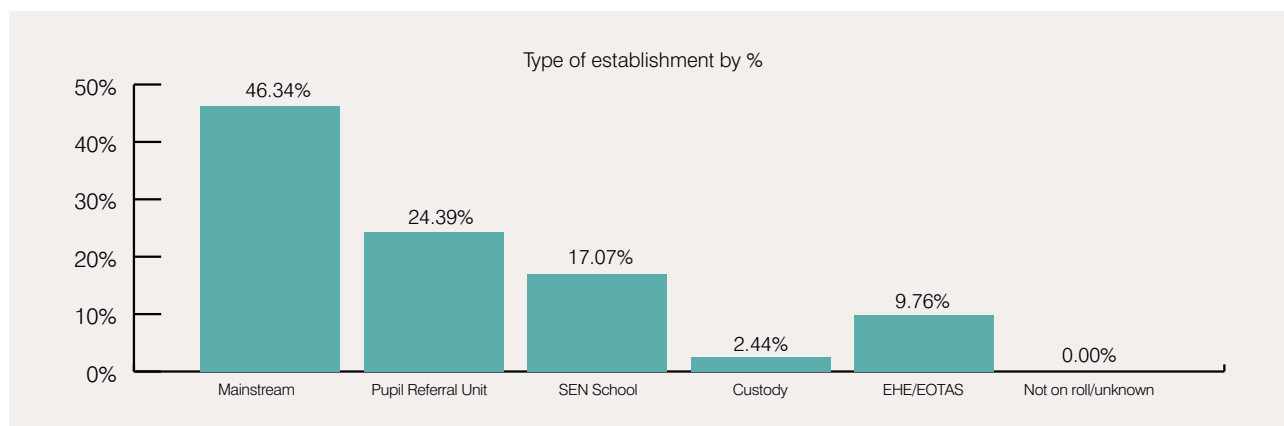


**Table 5: Engagement in Full Time Education, Training and Employment ETE (at end of disposal)**



## ETE for Active cases

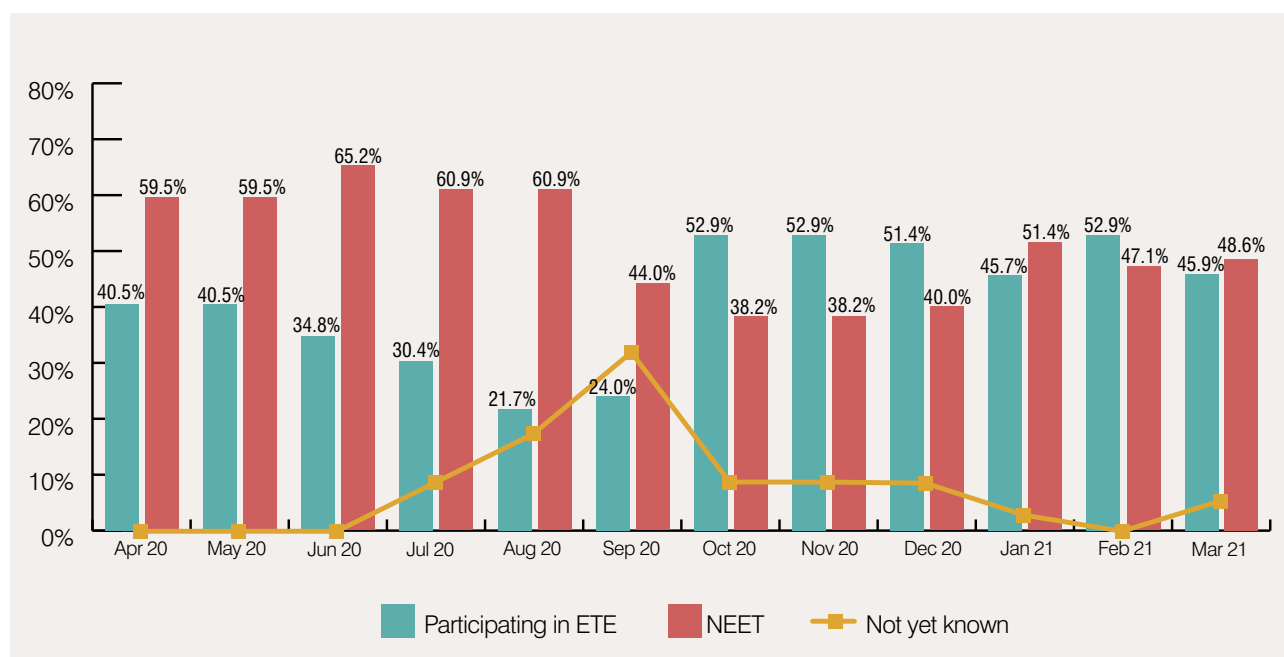
**Table 6a: School age active cases at end of March 2021 by type of school establishment.**



**Table 6b and 6c: Over school age active cases by type of Post-16 Participation**

	END OF MONTH											
	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21	Mar 21
Education	3	3	1	0	0	2	12	12	8	7	8	6
Training	8	8	3	3	2	2	3	3	6	5	5	6
Employment	2	2	3	3	3	2	1	1	1	2	2	2
Re-engagement	0	0	0	0	0	0	2	2	2	1	1	1
Custody	2	2	1	1	0	0	0	0	1	1	2	2
NEET	22	22	15	14	14	11	13	13	14	18	16	18
Not yet known	0	0	0	2	4	8	3	3	3	1	0	2
Total	37	37	23	23	23	25	34	34	35	35	34	37

## Post-16 participation



## Remands into Youth Detention Accommodation

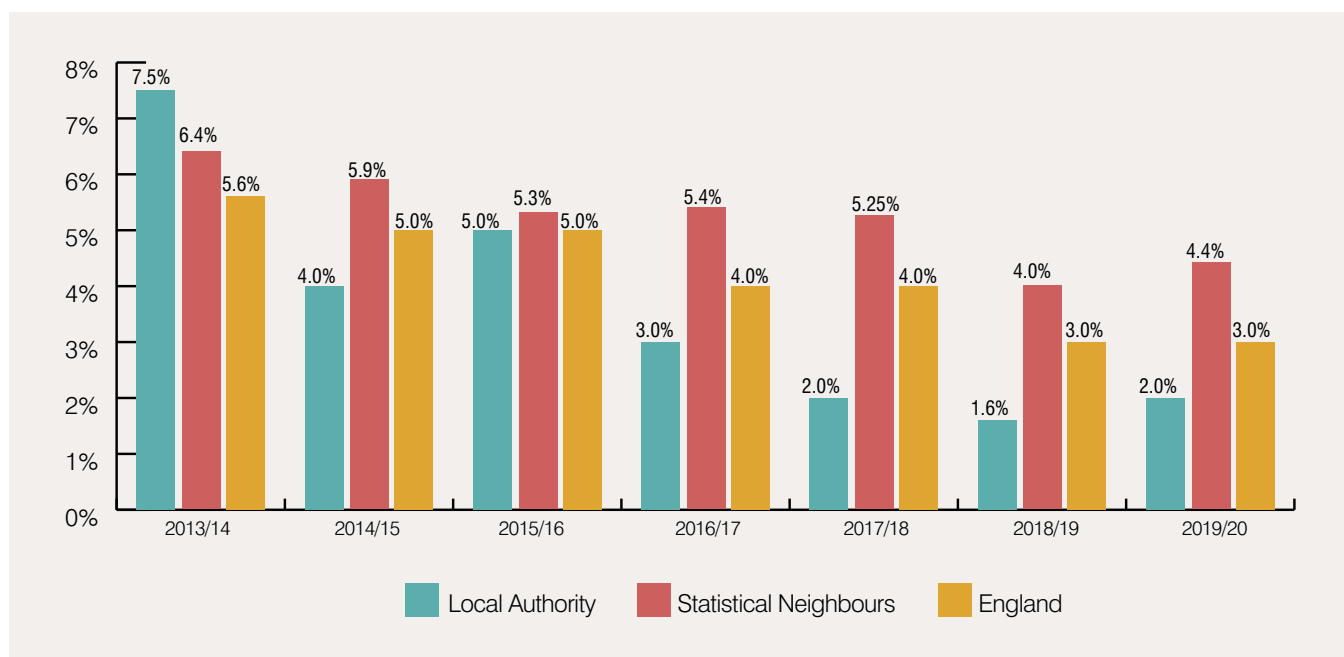
During Q1-Q3 of 2020/21, 2 young people on 2 occasions were remanded into Youth Detention Accommodation

**Table 7: Remand Spend in 2020/21 (Q1-Q3).**

April 2020 - March 2021	Placement	Cost per night (3)	Cost per night (£)	Total placement days 01/04/2020	Total placement days	Total cost of placements (£)
		From 01/04/2020	From			
	Secure Children's home	762		120	0	£91,440
	Secure Training Centre	453		0	0	£0
	YOU	321		100	0	£32,100
					Total	<b>£123,540</b>

## Children Looked After

**Table 8: Offending by Children Looked After**



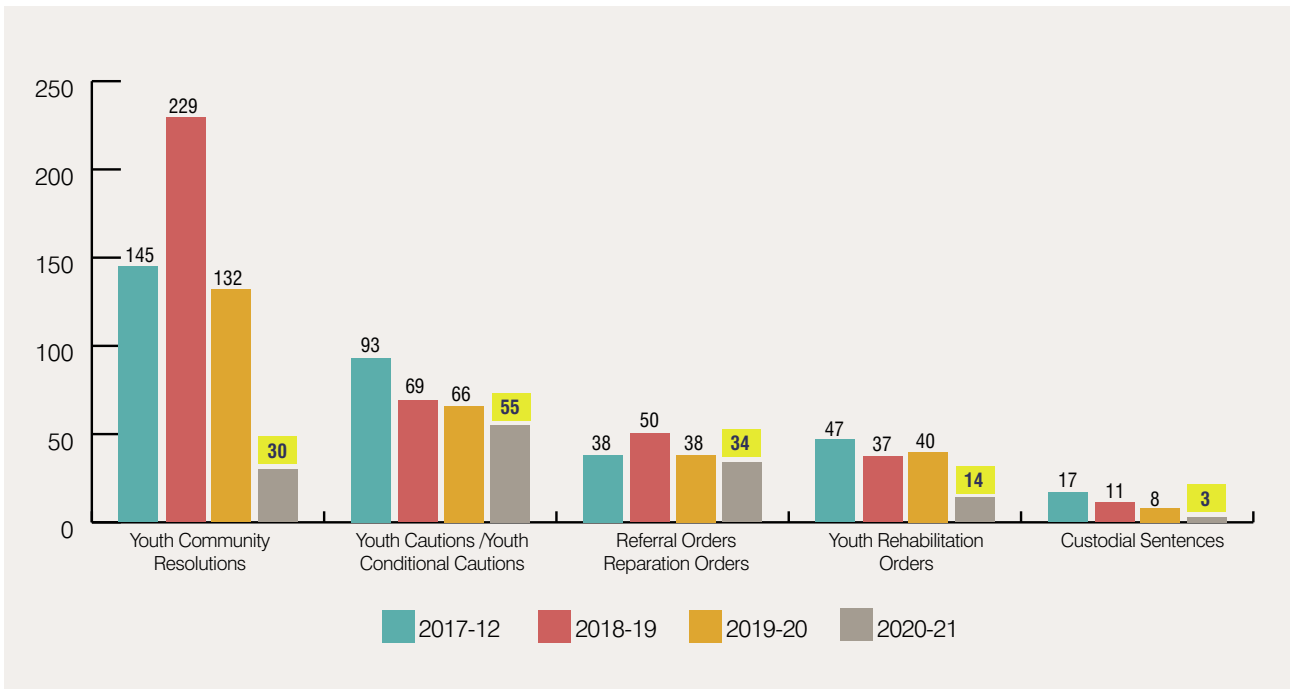
**Table 9: Southampton Youth Offending Service Disposals 2017-21**

Type of disposal	2017-18			2018-19		
	No of disposals	No of young people	Percentage of total disposals	No of disposals	No of young people	Percentage of total disposals
Youth Community Resolutions	145	121	42.6%	229	175	2
Youth Cautions/Youth Conditional Cautions	93	72	27.4%	69	49	2
Referral Orders/Reparation Orders	38	29	11.2%	50	39	0
Youth Rehabilitation Orders	47	27	13.8%	37	27	0
Custodial Sentences	17	12	5.0%	11	10	11
<b>Totals</b>	<b>340</b>	<b>261</b>	<b>100.0%</b>	<b>396</b>	<b>300</b>	<b>25</b>

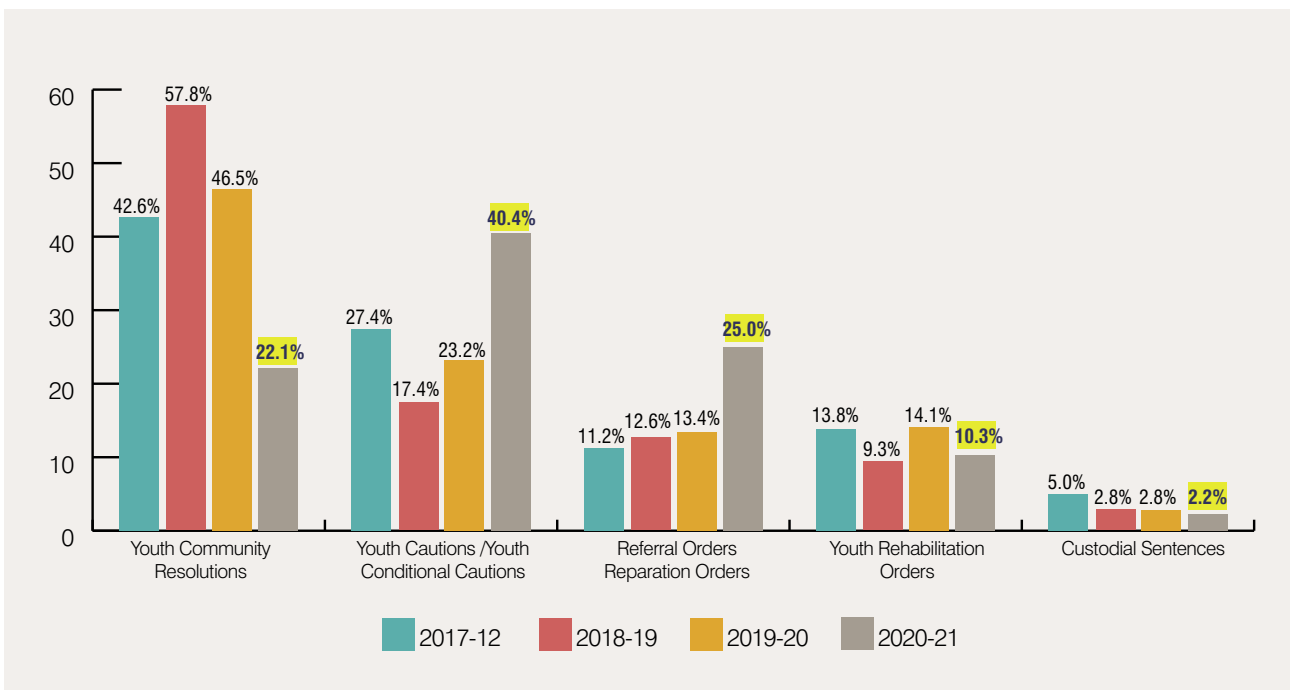
Type of disposal	2019-20			2020-21		
	No of disposals	No of young people	Percentage of total disposals	No of disposals	No of young people	Percentage of total disposals
Youth Community Resolutions	132	119	46.5%	30	29	22.1%
Youth Cautions/Youth Conditional Cautions	66	48	23.2%	55	49	40.4%
Referral Orders/Reparation Orders	38	34	13.4%	34	28	25.0%
Youth Rehabilitation Orders	40	23	14.1%	14	12	10.3%
Custodial Sentences	8	8	2.8%	3	3	2.2%
<b>Totals</b>	<b>284</b>	<b>232</b>	<b>100.0%</b>	<b>136</b>	<b>121</b>	<b>100.0%</b>



## Number of Disposals



## Number of Disposals



## Appendix 4:

### Re-offending Live Tracker Tool

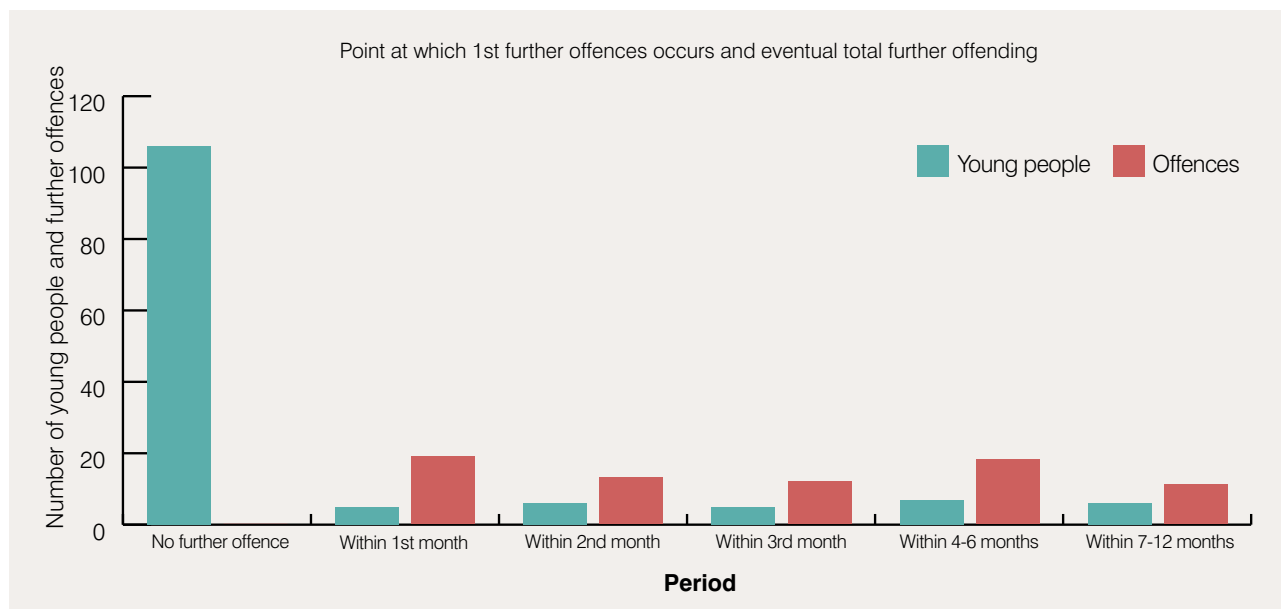
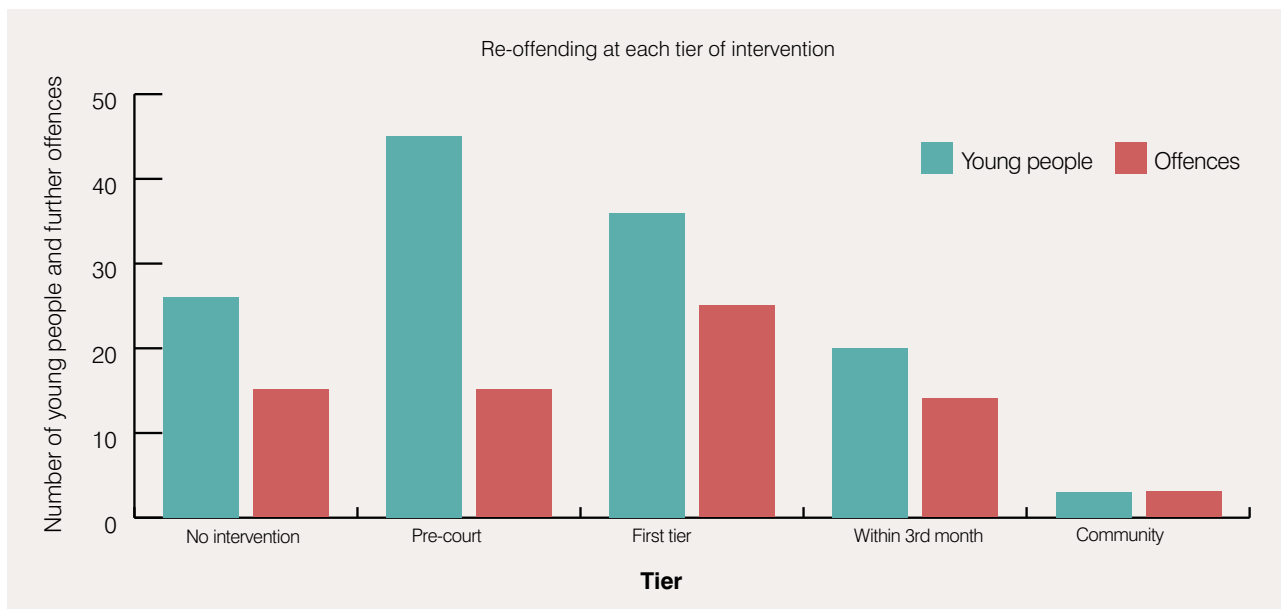
The live re-offending tracker performance is measured on those young people identified as having an outcome date from April 2019 to March 2020 and then looking at any re-offending behaviour over the following year.

The total cohort for the year was 135 young people (112 male and 23 female). The ethnicity breakdown for the whole cohort is 110 White, 14 Mixed, 3 Black, 5 Asian, 1 Chinese and 2 Unknown. There are 12 of the cohort who were LAC at the time of their disposal.

For the period of 01/04/2020 to 15/02/2021, 29 of the cohort have re-offended during the 12 months after their initial disposal (25 male and 4 female). The ethnicity of the re-offenders is 19 White, 6 Mixed, 1 Asian, 1 Chinese and 2 Black. 2 of the re-offenders were LAC at the time of their outcome.

The 29 young people that re-offended committed a total of 72 re-offences. **4 young people committed 5 or more re-offences. These 4 young people accounted for 30.6% (22) of the total re-offences committed.**

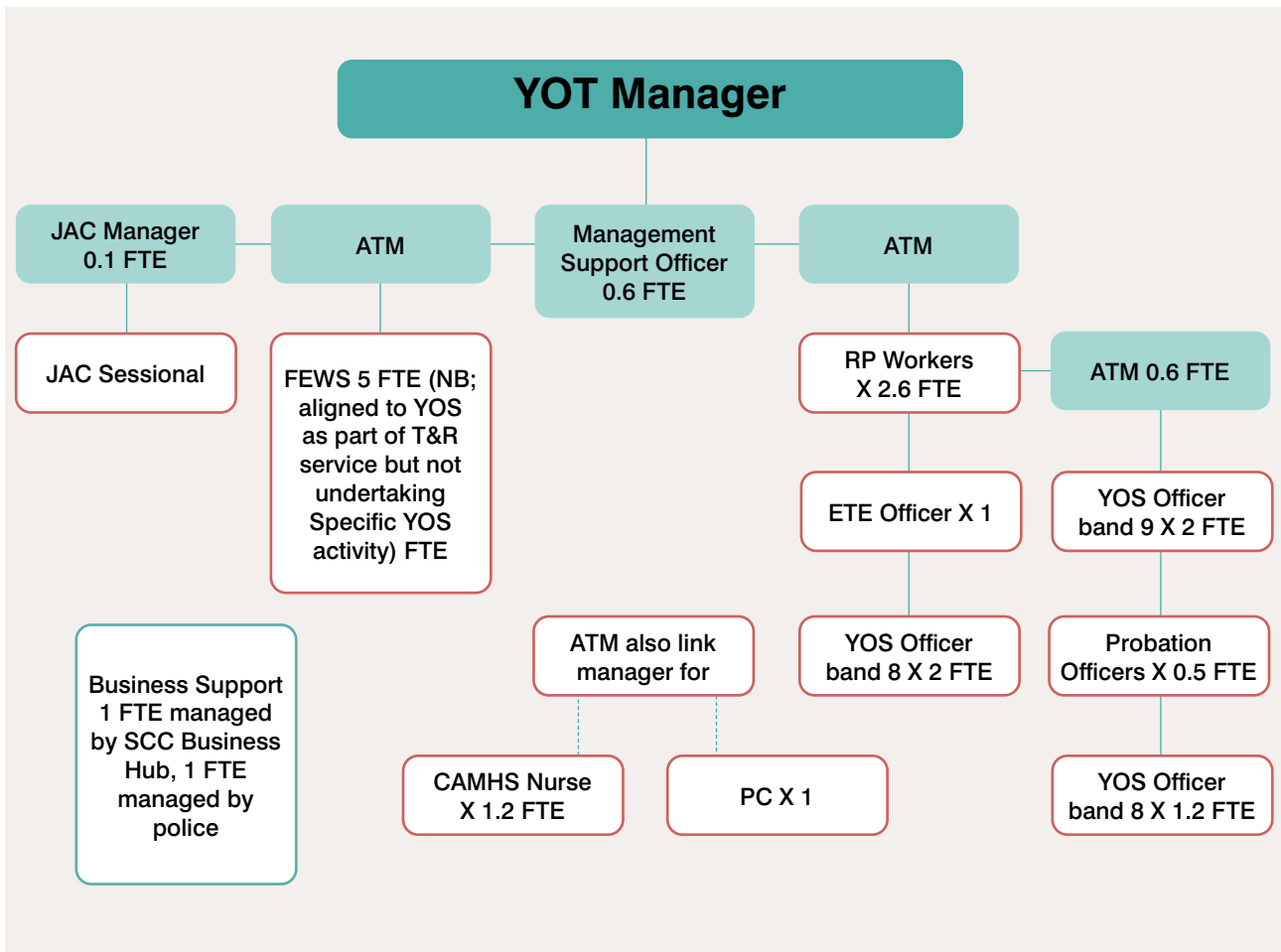
**The overall binary re-offending rate at 15/02/2021 was 21.48%.**





# Appendix 5:

## (5A Structure Chart)



## Appendix 5b:

### Breakdown of gender and ethnicity of staff and Contract Type

(NB- The below is correct at time of writing and reflects roles within the structure on 1.4.19

#### Staffing of YOS by Gender and Ethnicity

	Managers Strategic		Managers Operational		Practitioners		Administrative		Sessional		Volunteer	
	M	F	M	F	M	F	M	F	M	F	M	F
White British		1		1.6	3	11		1	1	2	1	5
White Irish												
Other White								1				
White and Black Caribbean												
White and Black African												
White and Asian												
Other mixed												
Indian												
Bangladeshi												
Any other ethnic group												

#### YOS Staffing Breakdown 2018-19

	Strategic Manager (FT)	Operational Manager (PT)	Operational Manager (FT)	Practitioners (PT)	Practitioners (FT)	Administration (PT)	Administration (PT)	Sessional	Volunteer
White British	1	0.6	1	2	6	1	1	2	6
White Irish									
Other White				0.5					
White and Black Caribbean					1		1		
White and Black African				1.2					

## Appendix 7:

### Junior Attendance Centre Programme

Date	14.00 / 15.00 Induction Assessment and enrolment For new starters.	14.00-15.00 or to 15.30 Class room based session, discussion and interaction with the group.	15.00 or 15.30 to 16.00 Life skills session. Practical and theory based. Cooking basic meals, incorporating healthy eating, and Budgeting skills.
04.01.20	Induction session	Victim awareness Reflection on actions and consequences	Life skills
18.01.20	Induction session	Substance misuse (Alcohol) (1) Safe limits / impact on the body and mental health.	Life skills
01.02.20	Induction session		Life skills
06.02.21	Induction session		Life skills
20.02.21	Induction session	Offending behaviour Antecedents Triggers for offending	Life skills
06.03.21	Induction session	Sexual health Relationships (respect)	Life skills
20.03.21	Induction session	Victim awareness Reflection on actions and consequences	Life skills
10.04.21	Induction session	Moving on (problem solving) Breaking the cycle of offending, and alternatives to offending.	Life skills
17.04.21	Induction session	Understanding Behaviour Styles Young people discuss their personality and behaviours.	Life skills
01.05.21	Induction session	Substance misuse (cannabis) (2) The law and the effects on the body and mental health.	Life skills
15.05.21	Induction session	Motor Offending, risks and consequences.	Life skills
29.05.21	Induction session	Radicalisation, challenging extremism	Life skills
12.06.21	Induction session	Mental health emotional wellbeing (PSHE Association)	Life skills
26.06.21	Induction session	Knife Crime (consequences) The law, and impact on the body, examples from A+E	Life skills
10.07.21	Induction session	Never Going Back (Youth Custody) Experiences from youth custody.	Life skills
24.07.21	Induction session	Substance misuse (class A) The law and effects on the body and mental health.	Life skills
07.08.21	Induction session	Healthy Living (physical health) Nutrition and exercise	Life skills
04.09.21	Induction session	Law and Order Crime and sentencing	Life skills
18.09.21	Induction session	Victim awareness Reflection on actions and consequences	Life skills
02.10.21	Induction session	Substance misuse (Alcohol) (1) Safe limits / effects on the body and mental health.	Life skills
16.10.21	Induction session	Sexual health Relationships (respect)	Life skills
30.10.21		Victim awareness Reflection on actions and consequences	Life skills

Date	14.00 / 15.00 Induction Assessment and enrolment For new starters.	14.00-15.00 or to 15.30 Class room based session, discussion and interaction with the group.	15.00 or 15.30 to 16.00 Life skills session. Practical and theory based. Cooking basic meals, incorporating healthy eating, and Budgeting skills.
13.11.21	Induction session	Employment, Writing a CV the jobs market. Further Education.	Life skills
27.11.21	Induction session	Knife Crime (consequences) The law, and impact on the body examples from A+E	Life skills
04.12.21	Induction session	Substance misuse (cannabis) (2) The law and the impact on the body.	Life skills
18.12.21	Induction session	Substance misuse (Alcohol) (1) Safe limits / impact on the body and mental health.	Life skills



## Appendix 8:

### 2021 Risk Register

#### SYOS Risk Register 2021

Risk Description	Impact	Risk Owner	Rating	Action Required	Action Owner
<p><b>National economic climate</b></p> <p>Austerity /impact of COVID 19 affecting all partners and their resilience to maintain delivery of services</p>	<p>Difficulty in maintaining existing levels of service delivery and having adaptability and capacity to tackle emerging trends and negative impact upon performance</p> <p>Continual change</p> <p>Ability to invest in technological advancement is reduced</p>	YOS Management Board	High	<p>Gap Analysis to take place in 21/22. Agencies represented at the Board need to provide clarity on resource and structure of respective agencies and potential impact for resourcing of the SYOS</p> <p>Forward plan review of annual budget setting exercise to fit in with quarterly Board meetings</p> <p>Robust QA and monitoring to ensure standards and performance are not impacted by changing service delivery priorities</p>	<p>YOS Management Board</p> <p>YOS Management Board</p> <p>YOS Manager</p>
<p><b>Conflicting structural and operational frameworks</b></p> <p>National &amp; local autonomy</p>	<p>Some partners are less able to operate innovatively and independently due to national constraints; impacting upon the ability of the Board to collectively deliver effective systems to maintain performance. Impact on our ability to tackle FTE rates</p>	YOS Management Board	Medium	<p>Continue to review Strategic engagement and decision making and evidence action taken to mitigate risks at quarterly Board. YOS Manager to oversee operational delivery. As above, gap analysis to support discussions.</p> <p>Continue to work collaboratively with police colleagues to support the progression of Diversion options for Hampshire forward</p> <p>Continue to work with NPS and the Board on resolving Probation vacancy</p>	<p>YOS Management Board</p> <p>Board and manager</p>
<p>Changes to caseload and emerging threats and demands</p> <p>Volume and nature of crime is changing</p>	<p>Change in profile of offending may require staff training and different/increased intervention provision to adequately cater for different needs. Emerging trends may therefore impact negatively upon performance as a consequence</p> <p>Seriousness of FTE is a concern and both the profile of staff skill set and number of staff with professional qualifications (2.5 fit) does not currently reflect complexity of child now being supervised.</p>	YOS Management Board	High	<p>Board focus in on Prevention and Diversion</p> <p>Department focus of redesign of services for vulnerable adolescents</p> <p>Bespoke workforce development planning to review training needs of staff</p> <p>YOS to engage with Safer City Partnership and Strategy Unit to develop a response to Serious Violence strategy</p> <p>YOS to engage with LSCB and Hampshire Constabulary to develop countywide, multi-agency approach to County Lines and Child Criminal Exploitation</p> <p>The YOS will link into possible funding opportunities areas of work to identify effective ways of tackling the current offending profile of children worked with</p> <p>Resource needs to be identified to assist the YOS in meeting its obligations in relation to the above.</p>	<p>YOS Management Board</p> <p>YOS Manager</p> <p>YOS Manager, SCC Strategy Unit, Southampton Safer City Partnership</p> <p>YOS Manager, LSCB, Hants Constabulary</p>

Risk Description	Impact	Risk Owner	Rating	Action Required	Action Owner
<b>The ongoing impact of COVID 19 on communities and on services ability to respond.</b>	Concern at the impact the pandemic has had on already disadvantaged communities and the difficulties over the last year to intervene and how this may impact on children's behaviour and increase safety and wellbeing and risks.	YOS Management Board	<b>High</b>	<p>Continued focus on prevention and diversion options.</p> <p>Prevention to proactively tackle these concerns</p> <p>Diversion to give children options once they offend.</p> <p>Continued focus on ETE outcomes for the YOS and building links across education to support this agenda</p> <p>Continue to build on child first principle, trauma informed approaches.</p> <p>Relaunch art and culture programme</p>	<p>YOS management Board</p> <p>YOS Leadership team</p>
Venue	Impact of ongoing venue difficulties on team morale, identity and providing an accessible service to YOS children.	<p>YOS Management Board</p> <p>Direct of Children and Learning</p>	<b>High</b>	<p>YOS manager to continue to be part of discussions around adolescent offer and how that impacts on colocation of services.</p> <p>YOS manager to continue to attend meeting relevant to venue discussion</p> <p>YOS manager to continue to feed updates to chair of the board.</p> <p>Director of Children Services to continue to have YOS venue as a priority to resolve.</p>	







## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

<p><b>Name or Brief Description of Proposal</b></p>	<p><b>Proposal:</b></p> <p>Council approval of Southampton Youth Offending Service Youth Justice Strategic Plan</p>
<p><b>Brief Service Profile (including number of customers)</b></p>	
<p>Southampton Youth Offending Service works with young people in the city, aged between 10 and 17 years, who have offended. The service also works with parents and victims of crime. It is not possible to identify exactly how many young people the service will work with during the 3 year cycle of the strategy as the service is responsive to crime that is committed and young people referred to us by a) the police as part of our Out of Court work or b) via Court Ordered intervention. In the calendar year 2021, the service worked with 179 young people across a range of 260 community and custodial sentences. This does not take into account the victims the service has also worked with.</p>	
<p><b>Summary of Impact and Issues</b></p>	
<p>It is a statutory requirement that Youth Offending Teams publish a Youth Justice Strategic plan. The Youth Justice Board requires that plans cover:</p> <ul style="list-style-type: none"> <li>- Strategic priorities for the coming year.</li> <li>- Commentary on resourcing.</li> <li>- Commentary on risks to future delivery.</li> <li>- Analysis of performance and, where appropriate, strategies for performance improvement.</li> </ul> <p>The strategic priorities for 2021-2024 address:</p>	

- Creating a prevention of offending offer
- Developing a Diversion from criminal justice offer with the aim of reducing First Time Entrants
- Understanding YJ disproportionality issue – why more BME children are sat at the higher end of the YJ system
- Tackling the Serious Youth Violence.

Service development during this time will focus on alignment of the YOS within the Young People Services and the collective aim of offering a holistic, trauma informed approach to working with vulnerable adolescents. YOS focus is to strengthen the lower end of the youth justice offer, by supporting the development of a prevention of offending service, developing a youth diversion programme for children who are at risk of becoming first time entrants, better triage of police street issues community resolutions to ensure any opportunities to intervene our identified and responded too. The Service understands better the youth justice disproportionality issue and aims to work with other services to better this issue better and understand what is driving that. Furthermore, underpinning all of this will be an aim to promote and develop a child friendly approach underpinned by principles of Restorative Practice with which we hope other agencies working in the city will embrace and engage.

**Potential Positive Impacts**

Potential positive impacts are identified as:

- The plan supports Southampton Youth Offending Service performance against national and local indicators and gives clarity around how the service will work with partners to improve outcomes for children and young people in Southampton.
- The plan underpins local strategic responses to key changes in policy that will impact upon service provision for children and young people in contact with the service.
- The plan aligns the service’s strategic vision with the priorities of both the Local Authority and partner agencies, strengthening responses around safeguarding, community safety and restorative practice.

<b>Responsible Service Manager</b>	Anna Harbridge – YOS Manager
<b>Date</b>	16/02/2022
<b>Approved by Senior Manager</b>	Robert Henderson – Executive Director (Wellbeing – Children)
<b>Date</b>	17/02/2022

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	<p>The service works with young people aged 10 to 17 years (and some young people who turn 18. Whilst subject to intervention).</p> <p>Based on the most recent 2021 data:</p> <p>18.4% are 10 – 13  15.1% are 14  22.9% are 15  16.8% are 16  26.8% are 17+</p>	<p>The YOS continues working with the Youth Justice Board to review its re-offending intervention work to check that the needs of specific age groups are adequately addressed.</p> <p>Bespoke provision can be offered to young children- and we will also take into account maturity when developing such intervention.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Disability</b>	<p>Disabilities would be identified in the first instance through ASSET+ assessments completed by YOS Officers.</p> <p>Thereafter, there are specialist health and education staff based within the team and processes and protocols are in place to refer to appropriate partners.</p> <p>The YOS base has disabled access for 1:1 meeting rooms, the group room and toilet.</p>	<p>Speech, Language and Communication Needs training has been delivered and the YOS has completed a scoping exercise in partnership with the SALT team to understand the needs of the YOS cohort and evidence the need for funding in this area.</p>
<b>Gender Reassignment</b>	<p>This information would normally be identified by the YOS officer working with the young person or an external health worker.</p>	<p>The YOS information system, Child View enables officers to record relevant information for young people, as appropriate.</p>

<b>Marriage and Civil Partnership</b>	<p>This information would normally be identified by the YOS officer working with the young person. Currently, one young person open to the YOS is married.</p>	<p>No negative impact identified.</p> <p>Young people can undertake healthy relationships work with a health professional.</p> <p>Identified by the YOS.</p>
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<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Pregnancy and Maternity</b>	<p>This information would normally be identified by the YOS officer working with the young person or a health worker.</p>	<p>Young people can undertake healthy relationships work with an appropriate health professional identified by the YOS.</p> <p>Young women who are pregnant would be offered intervention specific to their needs.</p>
<b>Race</b>	<p>Based on the most recent data for statutory cases:</p> <p>81% described themselves as white; 7.8% as mixed race; 5.0% as Asian; 3.9% as black British, 2.2% as Other Ethnic Group.</p> <p>Based on recent data we understand that children from BME background are disproportionately represented at the higher end of the criminal justice system.</p>	<p>Training around cultural competence and unconscious bias has been identified as a need and will be delivered at a pan hants level for all YOT staff across the county.</p>



<b>Religion or Belief</b>	As part of ASSET assessment completion, young people are asked about their religious beliefs.	<p>The Lammy Review of 2017 indicated that collation of Religious data was inconsistent across all criminal justice agencies. The SYOS Manager has led on a review of the Lammy Review for the Local Criminal Justice Board and recommended partner agencies await outcome of government response before coordinating a joined up approach across the county.</p> <p>In the interim, YOS intervention would be sensitive to the requirements of particular religious beliefs i.e. we would schedule appointments around particular times of prayer.</p>
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<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Sex</b>	Based on 2021 data for statutory cases: 75.4% of young people known to the service are male and 24.6% female.	Bespoke sessions have been offered for girls in the past and will be arranged as part of future provision.
<b>Sexual Orientation</b>	This information would normally be identified by the YOS officer working with the young person or a health worker.	Young people can ask for advice and guidance from a health worker identified by the YOS. The YOS will facilitate and support appropriate referrals.

<p><b>Community Safety</b></p>	<p>The service is based centrally in Southampton. At points, there can be 'area tensions' between groups of young people. The service also responds to local trends such as, County Lines, knife crime and peer group violence</p>	<p>There is a multi-agency Weapons Awareness Strategy in place to address local trends related to this type of offending and the YOS is facilitating multi-agency meetings to ensure peer group violence is addressed in an integrated fashion with partners.</p> <p>If young people themselves have specific problems this is managed by young people reporting issues to their officers who, in turn, liaise with the seconded police officer and implement local bespoke risk management plans.</p>
<p><b>Poverty</b></p>	<p>There is a high rate of youth unemployment in the YOS cohort and many come from disadvantaged backgrounds.</p>	<p>The YOS can provide practical support to attend sessions (i.e. bus tokens and Basics Bank vouchers).</p>

<p><b>Impact Assessment</b></p>	<p><b>Details of Impact</b></p>	<p><b>Possible Solutions &amp; Mitigating Actions</b></p>
		<p>Relevant cases are referred into the local Troubled Families initiative, Families Matter.</p>
<p><b>Health &amp; Wellbeing</b></p>	<p>There are specialist health and education staff based within the team and processes and protocols are in place to refer to appropriate partners</p>	<p>Processes are in place to refer young people to local health service providers identified by Asset+ assessment.</p>
<p><b>Other Significant Impacts</b></p>	<p>N/A</p>	<p>N/A</p>