



TRAFFORD YOUTH JUSTICE BUSINESS PLAN 2024 - 2025

| Item | Content | Page Number |
|-------------|---|--------------------|
| 1 | Introduction, vision, and strategy | 3 – 5 |
| 2 | Governance, leadership, and partnership arrangements | 6 - 12 |
| 3 | Progress on priorities in the previous plan 2023 – 2024 | 12 - |
| | Performance over the previous year | 14 |
| | Risks and issues | 15 – 17 |
| 4 | Plan for the forthcoming year | 18 |
| | Child first | 18 – 23 |
| 5 | Resources and services | 23 – 24 |
| 6 | Board development | 24 – 25 |
| 7 | Workforce development | 24 – 25 |
| 8 | Evidence-based practice and innovation | 26 |
| 9 | Evaluation | 27 |
| | Priorities for the coming year | 27 - |
| 10 | Standards for children | 28 - 32 |
| 11 | Service development | 32 - 33 |
| 12 | National Priority Areas - Children from groups which are over-represented | 34 - 38 |
| 13 | Policing | 38 |
| 14 | Prevention | 39 |
| 15 | Diversion | 40 |
| 16 | Education | 41 |
| 17 | Restorative approaches and victims | 42-43 |
| 18 | Serious violence, exploitation, and contextual safeguarding | 44-45 |
| 19 | Detention in police custody | 46 |
| 20 | Remands | 47 |
| 21 | Use of custody and constructive resettlement | 48 |
| 22 | Working with families | 49 |
| 23 | Sign off, submission and approval | 50 |
| | Appendix 1 – staffing structure | 51 |
| | Appendix 2 – Table B5 Finances | |
| | Appendix 3 – links to local context [2021 census] | |

1 - Introduction, vision, and strategy

Foreword from the Director of Children's Services Jill McGregor.

On behalf of Trafford Children's Services, and as the Chair of the Youth Justice Management Partnership Board we are pleased to share with you our Youth Justice Business Plan 2024- 25. We remain committed in our Ambitions for all Children and Young People, and we continue to work with our partners to achieve this shared vision.

Our Vision

We want Trafford to be the best place for children and young people to grow up happy, healthy, with confidence, ambition and surrounded by love, care, and kindness. We want children and young people to have the very best start in life and to thrive throughout their Childhood and Adolescence, and for families and carers to be supported to enable this.

Our vision is to see the 'child and young person first' and to provide 'the right service, at the right time, in the right way'. We want to prevent our children and young people from entering the Criminal Justice System, to reduce offending and re-offending, to reduce custody, and to improve the safety and wellbeing of all those who come to us through supporting them to achieve their ambitions' and create a safer community, with fewer victims.

Trafford is committed to working holistically and collaboratively with young people, parents, carers, families, partners, and communities to achieve this vision".

Local Context [2021 Census Appendix 3] - Trafford is a relatively small Local Authority situated in Greater Manchester [GM], Northwest England. It includes the towns of Altrincham, Sale, Stretford, Partington and Urmston.

Trafford wards and localities



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Trafford residents key features

Our population is 235,063.

We have slightly more females than males aged 0 – 19 years old.

We have residents whose gender is different from that at birth, or who identify with the LGBTQ+ community.

The number of residents of Asian, Black, and Dual Heritage ethnicity has grown to 22%.

37% of our secondary schools are grammar, with a further 2 single sex schools, 10 trusts and 8 stand-alone academies.

We have an 18% overall increase in children and young people with Statement Educational Needs and Disabilities in the last 3-4 years, and a 39% increase in new Education Health Care Plans.

Whilst Trafford could be described as an affluent area, with good education and employment figures, 5 out of our 28 neighbourhoods struggle to grow economically and socially.

Please see Appendix 3 for links to the 2021 census.

Our Youth Justice [YJ] service is considered a relatively '*low demand*' authority but this plan reflects on some of the challenges that our Children and Young people have faced [CYP] who are impacted on through their ethnicity, poverty, social deprivation, neurodiverse abilities, and/or have experienced care. We continue to work to support our CYP and address these issues individually and collectively through our Business Plan.

We know that most of our CYP have experienced adversity and trauma, leading to a wider range of complex needs and behaviours. As such our CYP are more likely to be supported by social care or have Special Educational Needs Disabilities, that they need help with (SEND) or and Education Health Care Plan [EHCP]. We 'border' Manchester, and we know that Serious Violence and 'cross border' conflict between Urban Street Groups has become a concern, and because of that we have seen a

slight increase in CYP released on Bail, Released Under Investigation and Remanded to both Custody and to the Care of the Local Authority. 'Placement' sufficiency is a National, Regional and Local issue for Children's Services, and it is more difficult to find the right accommodation for CYP who have offended. However, overall whilst we highlight these concerns, our numbers do remain small, and the performance data percentages in this plan should be caveated with that in mind. Trafford has a '*relational*' practice model which informs how we work with CYP, families and carers to achieve positive outcomes.

Our Values and Commitment

We value the practitioner relationship with our children, young people, families, and carers.

We value our professional relationships with each other.

We value collaboration and the contribution each of us makes.

We value innovation, creativity, and autonomy.

Our principles and core behaviours

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| We remain curious & understand the perspectives & feelings of CYP & Family | We actively listen to engage & empower our CYP & families, with respect & purpose. | We are transparent, & clear & honest about the reasons for our involvement | We collaborate with CYP, families & partners as equals, & as experts in their own right | We support & facilitate our practitioners to empower our CYP & families & not to control them. | We offer tailored support. | We use a strength-based approach. | Our practice is non-judgemental, trauma informed & restorative. |
| | | | | | Our workers are relational, persistent & consistent. | Our CYP are supported to have agency & make their own decisions. | Parents & carer are valued & supported. |

GM - Adolescent Safeguarding Framework

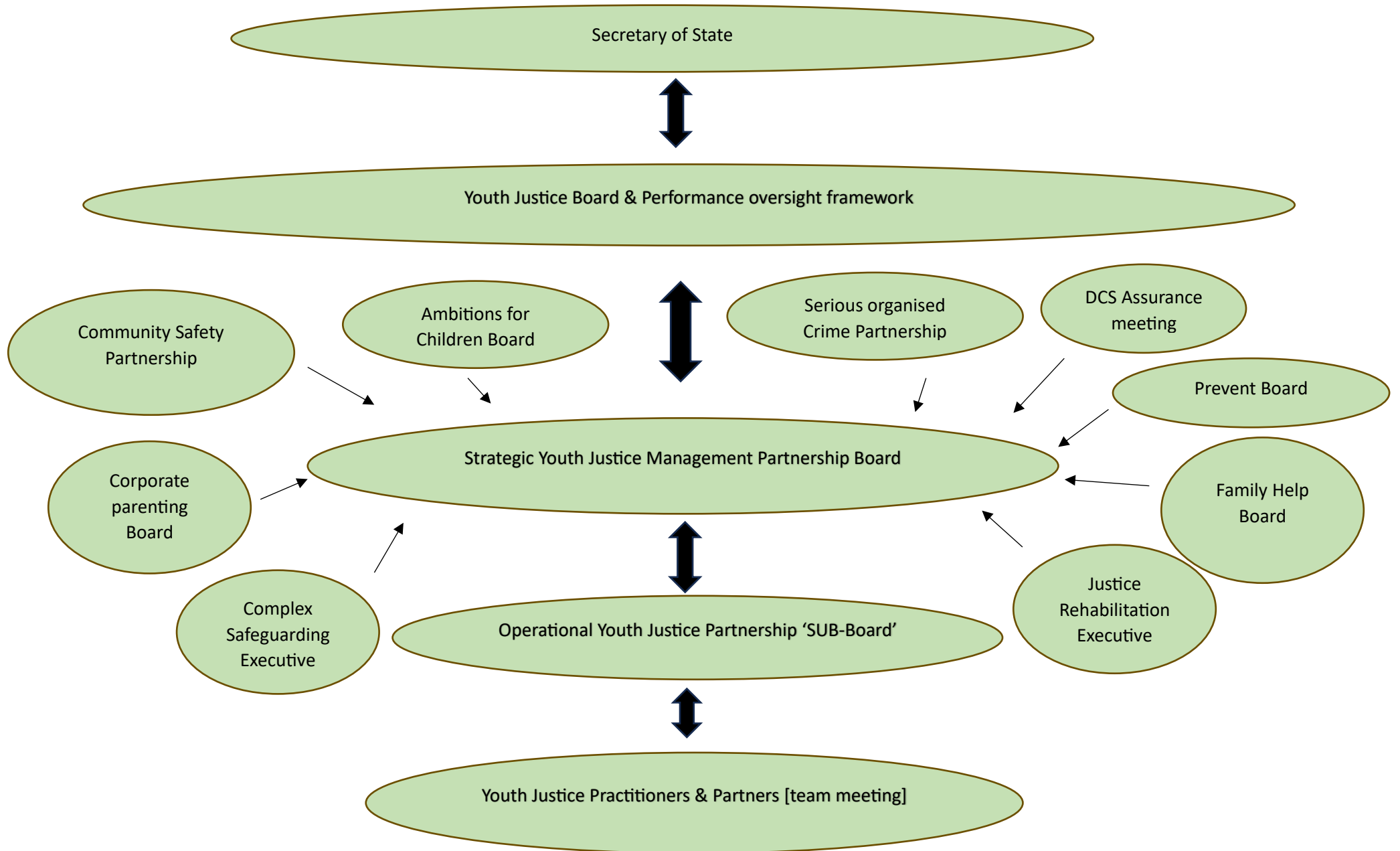
2- Governance, leadership, and partnership arrangements

YJ is legislated through the Secretary of State, and our performance is monitored through the Youth Justice Board [YJB] quarterly performance oversight framework. We are inspected by His Majesty Inspectorate of Prisons [HMIP], and our last inspection report rated us overall as Good [February 2021]. [An inspection of youth offending services in Trafford \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk). Our governance and partnership framework are referred to in the diagram below on page 7.

Our local strategic governance is through the YJ Management Board which meets every quarter. This board is well attended by partners, and as the diagram below shows is informed by numerous other boards and forums. Our YJ Management Board is chaired by the Corporate Director of Children's Services Jill McGregor, with Pamela Wharton, the Director of Children's Social Care and Early Help as co-chair. The Chair of the Board is also a member of the Community Safety Partnership, and this ensures connectivity with the wider system.

We have established an operational partnership YJ '*sub-board*', and this is chaired by the Head of Service for Vulnerable Adolescents. The sub-board has enabled us to create an 'inter-exchangeable' flow of information between the strategic board, and practice delivery, which in turn supports us to understand any emerging trends and concerns quickly so that we can make sure we are resourced, and respond to the needs of our CYP, and families. Both Boards are well attended, with representatives from across Health, GM Police, Education, Social Care, Youth Engagement Service, the Judiciary [*Youth* Magistrate], Serious Violence, Community Safety Partnership, and Early Break substance misuse service. Two of our CYP attended the YJ Management Board in April 2024 and our intention is for their voice to be heard at each board, although we realise this is not without its challenges. The Northwest YJB representative is invited to our strategic YJ Management Board.

Our YJ service sits within the Vulnerable Adolescent Service [VAS] within the Children's Services Directorate. The Head of Service for the VAS has strategic and operational responsibility for YJ, the complex safeguarding team [*SHINE*], the missing from home and care team, and the youth engagement service [YES] which further incorporates our Children's Rights team. Our YJ Service is based at the heart of the community in Sale, *Waterside* alongside our '*Talk-shop*' centre. *Talk-shop* is a safe space that our CYP can access for information and advice. Our YJ practitioners, and other colleagues use this safe space alongside qualified youth workers and other partners. Our VAS has just received the Rainbow Flag proud trust award in recognition of our support of the LGBTQ+ community within this space.



Our outward facing operational partnership arrangements to support us to deliver the right service to our CYP, families and carers.

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| Daily risk management meeting | This is our multi-agency meeting to share information about any CYP who have come to the attention of the police within the preceding 24 hours, including those who have been stopped & searched, involved in an incident; & who are reported missing. |
| Weekly Youth Justice triage panel | This is our 'front door', a multi-agency meeting to share information about all CYP who are referred to us for mentoring or an out of court disposal or have been arrested and come progressed to Court. This supports us to provide a coordinated response that enables us to meet the needs of our CYP, and their families. |
| Prevention Prosecution Intervention Education Diversion [PPIED] Panel. | This is a GM police led multi-agency panel to discuss every CYP who is named as a 'suspect' so that we can identify early support and mentoring arrangements for CYP and their families to prevent the likelihood of them offending, or re-offending. |
| Quarterly Transitions meeting with National Probation Service [NPS] | CYP are still CYP beyond their 18 th Birthday & we are committed to transitional safeguarding. This meeting supports collaboration between YJ & the NPS so that where necessary we prepare our 17 years old to transition to the Probation Service, or Adult Social Care. |
| Edge of Care Panel | This is a Social Care led meeting which enables us to work with wider services so that we can work together with colleagues using a target led approach for our CYP who may need additional support to prevent them coming into care, or to ensure they get the right support if cared for. |
| Virtual School 'Child in Need' Panel | We attend the 'vulnerable children's panel', which is facilitated by our virtual school so that we can discuss any of our CYP who have been known to social care, & / or who are vulnerable in education. Our aim is to reduce absence & to promote the right provision for our CYP. |

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| Weekly Police and YJ intelligence meeting. | To share any new intelligence about our CYP & to reflect on those who are due to be presented to the Court, to ascertain if they are suitable for an out of court disposal so that we can promote this at their Court hearing & reduce First Time Entrants. |
| Monthly Police and YJ meetings | This collaboration supports us to understand the police data for Trafford CYP who have been stopped & Searched, Arrested & detained overnight, Bailed, Released Under Investigation, or when no further action has been taken. It provides us with a respectful space to challenge on areas of disproportionality, & to continually review our out of court disposal provision so that we prevent escalation in our First Time Entrants, & the criminalisation of our CYP. |
| Trafford Domestic Abuse service & partnership [TDAS] | We understand that Domestic Abuse includes any incident or pattern of controlling, coercive or threatening behaviour, violence, or abuse between those aged 16 or over who are or have been intimate partners or family member. We work in partnership with TDAS to develop our understanding and response to conflict in the family home [Under 16], and domestic abuse in the family home [over 16] |
| Another Chance (COM) | We are aligned alongside Manchester YJ in the ' <i>Another Change</i> ' project. This is a Youth Endowment Fund [YEF] funded pilot, using a community led & deterrent approach. The model relies on several agencies working collaboratively & intensely with a CYP who is involved in violence / exploitation. |
| Trafford Strategic Safeguarding Partnership exploitation sub-board | Trafford is aspirational for all CYP, and we have our <i>Ambitions for Children plan</i> '. YJ and complex safeguarding is a key element of Ambition 7 to tackle all forms of exploitation and support our missing from home and care CYP. We do this working collaboratively with our partners through Trafford Strategic Safeguarding Partnership exploitation sub-board, meeting every 6 weeks to review how we are achieving our ambitions. |

The commitment from our partners who sit within our service is essential so that we can respond to the complex needs of our CYP.

Our full staffing structure including partners and financial contributions is referred to in Appendix 1, and 2, but in summary our YJ service consists of a Head of Service, Practice Manager, Team Leaders, YJ Case Managers, YJ Case Practitioners/Mentors, a Restorative Justice / Victim practitioner, Sessional practitioner, a Mental Health practitioner / Referral Order panel coordinator, a seconded Police Officer, Probation Officer, SALT, Education Practitioner, Specialist Nurse, and Children and Adolescent Mental Health Practitioner. We are in a period of reflection because we know that the YJ *landscape* has changed significantly in the past 5-10 years, and we want to ‘evolve’ so that we can respond to those changes and meet the needs of our CYP. As such we are in the considering how we can re- design our service to be contingent and resilient considering the increasing complexities.

Trafford Children’s Services publicizes a range of support services, and we promote and signpost our CYP, their families and carers to these.

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| Trafford Children’s Services ‘padlets’ | Trafford Family Help (padlet.com) |
| STEER | Provides 1-1 mentoring for CYP who are aged 10 – 17 years of age, & who are at risk of serious violence & Child Criminal Exploitation [CCE] |
| Custody/transition services | Delivers direct support to CYP in custody & resettlement plans underpinned by constructive resettlement principles |
| REMEDI | Supports CYP using restorative measures through supervision for unpaid work and mentoring. The aim is to develop empathy and victim awareness. REMEDI also offer mediation services. Remedi (remediuk.org) |
| Early Break | Supports CYP & their families affected by substance misuse. Home - Early Break - Early Break |
| Gorse Hill | This is a youth & community space offering creative opportunities for CYP, supporting those who are cared for, & care experienced. Youth Arts Organisation Gorse Hill Studios Stretford |
| YMCA | Supports children/ young people with education, training, health, & wellbeing. YMCA Manchester Welcome to YMCA Manchester. We are one of the oldest YMCA’s in the world and proud to advocate the needs of the most vulnerable children and young people. |

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| Foundation 92 | Based in Salford, Foundation 92 is an independent registered charity that focuses on supporting CYP to improve their lives through sport & education, with an emphasis on positive physical & mental wellbeing. Home - Foundation 92 |
| Kooth & Qwell | Kooth is a free online counselling & wellbeing support for CYP aged up to 18 years old. We are keen to promote <i>Qwell</i> which is a version of Kooth that supports our CYP who are 18+ years old, and we promote this for our YP in line with our relational and transitional safeguarding approaches. Home - Kooth & Home - Qwell |
| Thrive Model 42nd Street | In Trafford we use the THRIVE mental health model to support our CYP. This model responds to the mental and emotional wellbeing of CYP, and their families through getting advice, getting help, and getting more help, getting risk support. Trafford Directory THRIVE - workshop for children's mental health and wellbeing services 42 nd Street offers support for our CYP who are under stress and use a range of approaches to respond to CYP mental health needs. Trafford Directory * 42nd Street |

3- Update on the previous year and progress on priorities in our previous plan

This reflects our progress during 2023-2024

Governance, leadership & Service Delivery

We said we would complete a self-assessment of the Board & implement a Sub-Board inspire partners to be more involved & sharpen the focus on disproportionality.

We have implemented the Sub-Board, & we do have a good representation from partners who have a better understanding of their roles & responsibilities towards our CYP, in particular those from disproportionate groups. We have used this forum to challenge partners [GMP in relation to the stop & search of our Black / Minoritized CYP]; develop policy & service level agreements [GMP, NPS, Health] & to provide solutions to gaps in service delivery [CAMHS/SALT/NPS] practice.

2024 – 2025 We still need to: continue to develop & embed the purpose of the Sub-Board. We need to encourage our partners at the YJ Management Board to challenge their own data & reflect on innovation & creative approaches so that we evolve as a service.

Participation & Engagement

We said we would have a dedicated participation lead to engage a group of CYP from diverse groups & develop positive ways to listen to them; share their views at the Board & use their recommendations to shape our service.

We have progressed having a dedicated lead who has engaged a group of CYP & we meet with them monthly. 2 of our CYP attended the YJ Management Board in April [2024] & made recommendations for change. Other CYP have shared their views through 'video blog' of their activities during a residential, & 'rap' music. We have developed our 'reach' to young people, who are now able to share their views digitally [QR code].

2024-2025 We still need to support our CYP to contribute & develop their recommendations into an action plan for our service. We need to embed this group so that we can use their views & expertise to shape our service.

Prevention, Out of Court disposals, Court disposals.

We said we would quality assure our out of court disposals, and train our staff in assessment & plans, & share the outcomes of the audit with the Board.

We have supported staff through training and completed a thematic analysis of our prevention & out of court offer with positive findings presented to our Board. This led us to establish a monthly police data [RUI, Bail, Arrests, stop & Search], with child centred policing & disproportionality in mind. We reset our triage panel to include colleagues from education & social care. We comply with the out of court scrutiny panel who have validated our work. We have a robust QA framework in place & have completed a NS self-assessment and other thematic audits. We have responded to learning & implemented new QA procedures for reports, delivered training, changed our induction paperwork for CYP, & updated our operating standards aligned with guidance. We have implemented Turnaround successfully.

2024-2025 We still need to embed the new OOC assessment tool & develop our triage panel as the 'front door' for YJ, work with GMP colleagues to reflect on alternatives approaches, & whether we can broaden our 'prevention' offer with our Early Help Service & Schools, develop our 'programme' offer, including AQA's.

Disproportionality

We said we would report on areas of disproportionality to the Board, in particular Black & Dual Heritage / Minoritized CYP, those who have EHCP or SEND needs, & those who are open to Social Care.

We have reported this data to the Board, challenged GMP colleagues about Stop & Search for CYP reflecting on unconscious bias; completed a thematic audit of remand/custody & congruence with the recommendation in PSR's for our BAME CYP, showing positive outcomes; & completed our disproportionality policy, & action plan & have made some changes to our QA oversight. The HOS for 'C4' CYP now attends the Board.

2024 – 20245 We still need to deliver disproportionality training; sight the sub-board & Board on the disproportionality policy & action plan & create a directory of resources / programmes for our under/ overrepresented groups, further developing links with the VCFS's.

Data, Quality assurance and Workforce development

We said our KPI data would be presented at the Board, & we would complete thematic & case file audits, reflecting on a learning journey. We said we would support our staff to be resilient & develop their knowledge & skills through training & regular supervision.

We have presented our KPI data at the Sub-Board & Board, highlighting that we needed to develop such as referrals to SALT. We have completed case file & thematic audits, including reflective conversations with the practitioner, CYP & their parents/carers. Our thematic audits include the NS self-assessment, victims, prevention & OOC's PSR congruence with Court outcomes, & remand / resettlement. We have updated our QA tools to reflect CF principles & areas of disproportionality. We have completed a 'mock' inspection with HMIP trainee inspectors [not graded]

2024 – 2025 We still need to develop the quantity and quality of the feedback that we get from CYP/Parents & other professionals so we can use that to shape the service & develop external scrutiny through peer & joint audits with colleagues & partners. We need to deliver training to staff on priority areas referred to in this plan.

We plan to Implement a joint CYP recording system with social care 2025-2026.

Serious Youth Violence

We said we would work collaboratively with partners to address knife & gang related crime in Trafford and invest in community resources.

We have work with the VR coordinator & we have engaged with the pilot programme 'Another Chance'. We have worked with our community safety partnership & been involved in the joint strategic needs assessment, & subsequent development of the action plan. We have commissioned in 2 modules from 'Around Midnight' [gang & knife digital virtual decision-making programmes], which has modernised our approach & improved our reach to CYP [including our residential homes]. We have completed a briefing for our scrutiny committee presenting how we work together to address knife & violent crime in Trafford. [Final - Scrutiny committee report - Knife Crime and Exploitation.pdf.docx](#) We have a sharpened focus on CYP who are open to channel panel & have updated our serious violence and risk policy.

2024 – 20245 We still need to evaluate how effective the virtual decision headsets are in the longer term; & develop a systematic approach to understanding the inextricable links between our USGs, violent / knife crime activity so that we can offer the right support earlier. We need to develop our resource directory using evidence-based tools/ approaches, reflecting on meeting the needs of our disproportionate groups, ACE's, and the impact of trauma on adolescent behaviour.

Performance over the previous year.

The YJB introduced the new Key Performance Indicator [KPI] Framework in 2023- 2024 and we have embedded it within our quality assurance processes and we submit our data to them each quarter, [Key performance indicators for youth justice services - GOV.UK \(www.gov.uk\)](https://www.gov.uk). The YJB has also introduced a new 'oversight framework', and we have consistently met the criteria for 'Quadrant 2'

during 2023 - 2024, “**Satisfactory performance** –delivering well against YJ Plan, National Standards, KPI’s, and financially compliant”, pending consideration for quadrant 1.

In summary our KPI data 2023- 2024 tells us the following.

First Time Entrants: Our data shows that following a spike in late 2022, early 2023 our First Time Entrant rate has increased slightly but remains low at 110 between April 2023 & March 2024, in comparison to Regional GM data at 220, & Northwest data at 190. We do have a good prevention & out of court disposal offer to support our CYP early, the details of which are referred to in this plan & prevent entry into the Criminal Justice System.

Re-Offending: The Ministry of Justice has changed the methodology for measuring reoffending, which has resulted in what appears to be a greater proportion of CYP offending, & higher re-offending rates. Our overall binary re-offending rate data shows an increase to 29% but this is slightly lower than the GM average at 29.8%. Our re-offence rate per CYP who repeatedly offends has increased slightly to 2.78. but remains much lower than the GM average which is 4.91. We work intensely with CYP who repeatedly offend & we often continue to support them through mentoring after the end of their Statutory Order because we want them to sustain any changes they have made and prevent them from returning to previous behaviours. An analysis of behaviours through assessment has ensured fast tracking through strong inter-agency work and preventative intervention programmes targeted at identified behaviours.

Use of custody: Despite the challenges of serious youth violence, we did not have anyone sentenced to custody in 2023 – 2024, although we did have CYP remanded to custody which is discussed in further detail in this plan. Our sentenced custody rate is at 0, compared with the GM average of 0.11 & a Northwest average of 0.12.

KPI 1- Suitable accommodation; our data tell us that we worked with partners to make a difference for our CYP because more were in suitable accommodation at the end of their order, than at the start of it.

KPI 2- Education, Training & Employment; our data tells us that we have worked with colleagues and partners to support our CYP to achieve, because more were in suitable provision at the end of their order, than at the start of it.

KPI 3- Statement of Education Needs and disabilities: our data tells us that some of our CYP with SEND needs have a formal plan in place, & most are in suitable education, training, employment provision. CYP with these needs are a priority and referred to in due course in this plan.

KPI 4- Mental health and emotional wellbeing: our data tells us that we work with our colleagues and partners and have a good health offer and screening process in place because more CYP had received support for their mental & emotional health at the end of their order, than at the start of it.

KPI 5- Substance misuse: our data tells us that we have continued to encourage our CYP to engage with the Early Break substance misuse services, & more CYP have accessed targeted intervention & treatment at the end of their order, than at the start. We are co-located with our Early Break services.

KPI 6- Out of Court Disposals: most of our CYP go on to complete their assessment and intervention for their OOC, & our first-time entrant's rate is low, indicating we work with partners to support our CYP through an alternative to Court. OOC's is referred to in more detail in this plan.

KPI 7 – Link to wider services: many of our CYP are supported by wider services through child in need, child protection, are cared for or care experienced. These CYP are disproportionately represented, and this is discussed in more detail in this plan.

KPI 8- Management Board attendance: our attendance rate has improved during 2023 – 2024, with representatives from Health, Education, GM Police, Probation, Youth Engagement Service, Serious violence coordinator, Community Safety Partnership, & more recently a Youth Magistrate, & the Head of Service for Cared for Children. 2 of our YP attended our most recent Board, & we will encourage that to continue.

KPI 9- Serious Violence: 43% of our substantive outcomes are for violent related offending [2023-2024]. The average gravity score has increased from 3, to 3.17, & whilst it was the high point of the year, it is the lowest average in 5 years. 46% of the violence against the person offences involved either a knife, pointed blade or article, or possession of an offensive weapon. We provide more detail on serious violence, & complex safeguarding in this plan. Whilst not referred to in this category it is worth noting that Harmful Sexual Behaviour has also increased slightly.

KPI 10- Victims: we have contacted all victims who have been identified. Data shows that on average 50% of victims wanted us to keep them informed & support our CYP to make reparation, & we did this. Not all victims wanted to engage with us, which is their right. 12% of our victims received additional support [percentage is caveated by the low number of victims]. Our work with victims is referred to in this plan.

Risks and issues

Our data tells us that we are performing well in most areas, and this is validated through our YJB *Quadrant 2* status. We have seen a slight increase in First Time Entrants, and the gravity score for violence against the person, and in response to that we sharpened

our focus on addressing violence, knife, and gang related behaviours, which is noted in the '*progress on priorities in the previous plan*' section.

We have seen an increase in the number of CYP remanded to either custody, or to the care of the local authority. There has been a noted increase in Urban Street Gang related matters, where knife crime has featured and where also criminal exploitation may be an interrelated factor. Where applicable, NRM submissions and referral into the Shine Complex Safeguarding Team have progressed accordingly. Postcode considerations linked to Urban Street Gangs and opposing peers has led to challenges in finding the right accommodation for our CYP who are remanded to the care of the local authority. In response to this we have strengthened our link with our Commissioning Service, First Response Service, and Social Care locality teams so that we can jointly assess and agree where our CYP should live. We attend the '*Edge of Care*' panel, and the '*accommodation*' panel for our care experienced CYP so that we can work together with our colleagues to target our resources at those who are most at risk. We are also involved in the GM Remand Pilot, progressing alternatives to remand to the secure estate, and we hope to be able to access a 3 bedded community placement soon. Work is ongoing with Greater Manchester Police reviewing processes, pathways and diversion alternatives from custody.

Disproportionality remains an issue for us, and most of our CYP have experienced adversity, and trauma and many have a level of neurodiversity and / or struggle with their mental and emotional health, which is often seen in their behaviours resulting in them being referred to our service. We are exploring our partnership approach and understanding as to the drivers of this disproportionality, and how to influence the culture of other organisations, to reduce the over-representation. This remains a challenge for the service. We have a disproportionate number of CYP who need support linked to their SEND needs, of Black and Minoritized heritage, or those who are known to wider services. We continue to use our sub-board, and Board to challenge partners and collectively work to address this.

We have seen a slight increase in the number of Harmful Sexual Behaviour strategy meetings that we are invited to, and we have stronger links with our First Response service and social care locality teams, and there is an increase in this type of behaviour, in particular '*online*' harm. Our data shows the number of substantive outcomes [6 offences], have a gravity score of 5 in 2023-2024. We know that we need to build on our existing resources through providing AIM assessment and intervention training for our practitioners, and our colleagues in social care. Our senior leadership team is aware of these issues, and we are working with our practice improvement team to reflect on how we can address this. We are also part of a wider GM and National Harmful Sexual Behaviour group so that we can work together to identify best practice, and emerging themes.

4 Plan for the forthcoming year

Child First

In collaboration with our partners we will continue to embed and develop our *Child First* principles [TYJ Child First Principles 2024.docx \(sharepoint.com\)](#).

Principle 1 “As Children

“Prioritise the best interests of children and recognise their needs, capacities, rights, and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children”.

We have made considerable progress in creating a culture that focuses on understanding why CYP might be vulnerable to CCE, and susceptible to ‘criminality’ through training practitioners to understand the impact of ACE’s. We have changed our audit tool, supervision document, and recording templates and developed frameworks of practice that includes consideration of whether we have responded to the child’s needs first, and behaviour second, referred to in the link above. Our quality assurance outcomes, and conversations with CYP, and their parents will assure us that our practice is effective.

Our aspiration is for all our practitioners to understand the impact of Adverse Childhood Experiences, Trauma, Social Graces, and how socio-economic factors affect Child/Adolescent Brain development, and behaviour. Our commitment is to continue to promote the rights of the child through listening to them and using their voice to shape our service.

Principle 2 “Building pro-social identity.

“Promote children’s individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society”.

We remain committed to our practice values, principles, and core behaviour referred to earlier. We are ambitious for our CYP and support them to be aspirational, focusing on their individual social graces, strengths, building confidence through creative methods for example, 'rap' music, and residential breaks. We know that we are achieving this for most CYP, because our audits of our supervision, case notes, assessments, and plans, and CYP tell us.

Our ambition is to develop our 'resource directory', through voluntary, community and faith sectors so that we create systemic 'expertise' and support so that are CYP feel able to reach their full potential. We will know that we are successful when we see more CYP in education, training, or employment, achieve AQA's, and tell us that they feel they have more confidence.

Principle 3 "Collaborating with children."

"Encourage children's active participation, engagement, and wider social inclusion. All work is a meaningful collaboration with children and their carers".

Please see our section on 'participation & engagement'. Many of our CYP have learnt to mistrust professionals, and services and we struggle to engage them. We will persist, and build on our current engagement group, linking in with peer mentors from the children in care council, or after care forum where possible.

Our commitment is to support our CYP to develop their action plan in response to the recommendations that they have made; and to consult with them on all matters of practice improvement.

Principle 4 "Diverting from stigma."

"Promote a childhood removed from the justice system, using pre-emptive prevention, diversion, and minimal intervention. All work minimises criminogenic stigma from contact with the system".

We have 'PPIED', 'Another Chance' and Turnaround [March 2025] as established programmes that identify, and support CYP early. We have established multi agency processes that enables us to work with partners to identify CYP who might benefit from mentoring, and out of court disposals, and are able to offer targeted support through SALT, Education, Counselling, Health, Substance Misuse, CAMHS, and Social Care protection to reduce the likelihood of criminalisation and promote social inclusion.

Our ambition is to promote our service to schools across Trafford, and our Early Help Service to identify any opportunities to work with CYP at the earliest stage.

How do we hear what our CYP have to say - The vision of Trafford Children's Services Participation and Engagement Strategy 2022-2025 is that *'all children and young people will have the opportunity to take part in decisions that affect their lives and*

decisions that matter to them. Their voice will also shape how services are decided upon, planned, and delivered'. [Trafford Participation and Engagement Strategy 2022-2025](#) As part of a wider service, we hear what our CYP have to say across Trafford through different forums, for example through our Youth Engagement Service, Community Hubs, Rainbow reflections, Bumps & Butterflies, Youth Watch, Children in Care Council, and After Care forum.



Our YJ service engages CYP in different ways, so that we can hear what they have to say. We have reflective conversations with our CYP and their parents or carers through our quality assurance audits, and we ask them to feedback at the end of our involvement through a QR code survey, restorative justice sessions and through our engagement and participation group.

Our CYP tell us through audits that . . .



"I get why I'm with you's now" ...

"I don't wanna be here but just get on with it".

'You're okay'....

Our engagement & Participation group tell us . . .

"You've given me stuff to do n think about".



Because of this we will...
 Continue to work relationally with our CYP. We will build or relationship with the voluntary, community and faith sectors so that we create a resource of experts that will lead our CYP to have different experiences.

What's going well.
 Your workers are great & we like what you do.
 You include us in most things.
 Our plans are for us 😊
 You have other people in your team that can help us.

What we could do better
 Talk to each other more, we hate telling our story over & over again.
 You need better online information for us.
 We want Reports that we understand.
 All workers need to be more available.



Our engagement group made some recommendations and presented those at our YJ Management Board in April 2024. They felt that they wanted each service to have their own group of CYP, supported through peer mentors, and where advisors could be. Our CYP wanted us to communicate in a *child friendly* way. Our aspiration for 2024- 2025 is that our engagement group develop their recommendations into an action plan that we can deliver on. Our commitment is that we will persist in using what our CYP have to say, to bring about change to service delivery.

We hear what our CYP say in creative ways, through music and feedback from other professionals. The link below in the blue box is music and lyrics from a YP who we have been working with, and who has been involved in serious violence. The feedback is from their 'WINGS' practitioner...



[Kai - pots n pans V2.mp3](#) [kai new demo.mp3](#)

"he's really delving deep into various aspects of music enrichment. From vocal production to songwriting research, he's exploring a wide range of skills".

"He's not only enhancing his musical abilities but also gaining valuable life skills" and this has allowed him to "encourage self-expression and boosts confidence, vital traits for personal development".

"I'm particularly impressed by how music education is contributing to his academic development with the connection between lyric, reading and literacy" and "exploring diverse musical cultures fosters critical thinking and his understanding of the world around him"

"It's wonderful to see how he's not only honing his musical talents but also developing into a well-rounded individual with a passion for creativity and a thirst for knowledge".

The lyrics and this music are powerful, and shared at our YJ Board so that we understand the impact of creatively supporting our CYP to have a voice.

One of our cared for YP's Grandma told us this...

Our seconded police officer told us this, *"I went to deliver the Youth Caution to X yesterday afternoon and just wanted to share what her grandma told us" ...*

"I love her, but X was an absolute nightmare a year ago, always getting into trouble and arrested. Her case worker helped her loads, and she wouldn't be where she is now without her support. She going to go to college now and doing a course in construction, who would think it".

Child X is in education and achieving her ambitions.



5 Resources and services

Our resources and partnership arrangements are referred to in section 2. A detailed understanding of how we use our grants, and partner contributions is referenced in Appendix 1, and as table B5 in Appendix 2. Our service benefits from several funding streams, Children's Services, the YJB grant, Serious Violence grant, and Early Intervention and Prevention grant. We have some temporary additional income from the National Probation Service, who remunerate us for a part time seconded Probation Officer post which is currently vacant. We also have fixed term funding from the Ministry of Justice to support us to deliver the Turnaround programme, due to end in March 2025.

We use our grant money to ensure that we have sufficient staff to deliver a service across prevention, out of Court disposals, Court disposals, remand, custody, and resettlement. We use this money to invest in our workforce through training, and continuous professional development so that we evolve to meet the needs and complexities of our CYP. We are completing a training needs analysis, which will reflect our practitioner's confidence, and competence in varying subjects so that we can target our training offer, with a focus on developing an understanding of Adolescent Brain development, Unconscious Bias, and Cultural Competence, and 'trauma informed approaches [2024-2026]

Our CYP benefit from the grants which are also used to provide specific activity based interventions for example, activity weekends which enable them to grow as individuals through getting a better sense of themselves and achieving goals, and relate to their peers in a positive way; express themselves through music; use the allotment as a safe space, and engage in Bike Kabin activities to restore any harm caused to victims through mending and donating bikes to others. We provide constructive activities so that our CYP achieve AQA's, encouraging a real sense of achievement, especially for those who struggle in formal education.

We have used our grant to modernise and improve 'our reach' to CYP through commissioning in the interactive and immersive 'virtual headsets' decision-making programme for 12 months. This encourages conversation and supports our CYP to think about their *choices* in relation to gang and knife related behaviours. Our seconded police officer also delivers this programme to our CYP through the out of court interventions, which helps our CYP to build trust and confidence with the police. Our CYP and practitioners continue to have support from colleagues and partners who are based in our service which means that we can offer our CYP a holistic support plan to meet their needs and achieve our vision.

6 - Board development

Our YJ Management Board has continued to develop over the last 12 months, and we tend to have better attendance and improved participation from members. Our board provides the strategic oversight and direction for our service so that we can achieve our vision. Each quarter the board has an activity report analysing our performance data across the 5 standards.



Our board also considers performance data from our GM Police colleagues for stop & search, arrests, and detention in police custody, those released under investigation, or subject to bail, with reference to the over-representation of Black and Minoritized CYP. Board members are receptive to challenge, and we do work together to overcome those challenges, for example, we have used the board to escalate the ongoing vacant seconded probation officer post; and to develop our health offer in relation to mental and emotional health and wellbeing of our CYP.

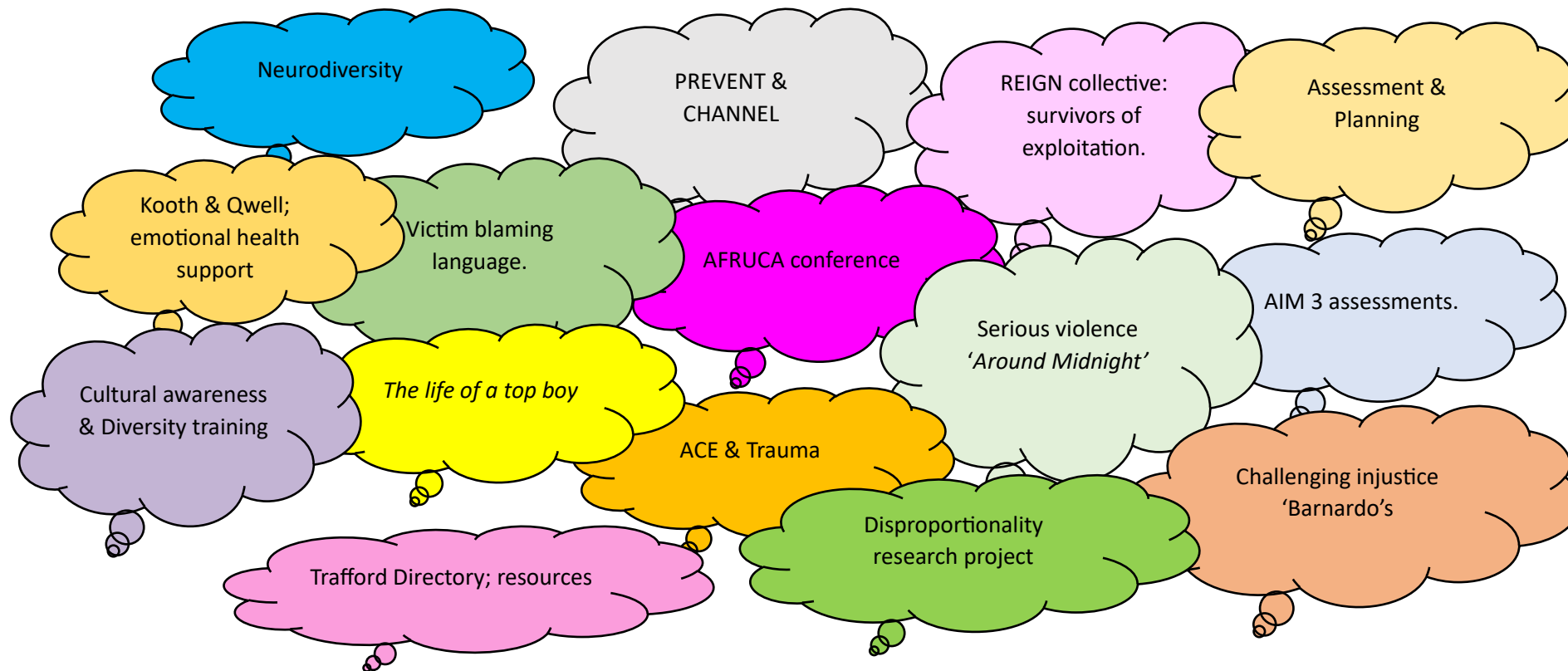
We have reflected on whether our board members are of sufficient seniority', but we know through our data, and quality assurance process that we continue to deliver a good service to our CYP, which indicates that both our sub-board and YJ Management Board is purposeful.

During 2024- 2025 we will embed the sub-board and encourage our partners to scrutinise their own data with regards to areas of disproportionality.

7 - Workforce Development

Last year we experienced some staffing instability, and we took time to consider what the service needed as well as ensuring we had sufficient capacity and skills to support our CYP. We felt it was important to spend some protected time together, and we had our YJ development day in November 2023. We used the Research in Practice: *'framework assessing organisation resilience and wellbeing'*. [SWORD Autumn survey 2023 | Research in Practice](#) to get a sense of staff wellbeing in our service. The feedback from the workforce has led to some reflection, and a proposal to re-think how our YJ service is structured and whether we need to create opportunities for 'specialisms and progression. We have noticed a significant shift in staff morale this last 12 months, and they now report to feel settled, listened to, and valued which in turn has led to retention and stability for our CYP.

As one service within the VAS our YJ practitioners and partners attend bi-monthly full-service meetings which provides us with a support network, and an opportunity to share best practice. We use this as an opportunity to invite *expert guests* and learn, and our practitioners have had the following information and training during 2023- 2024.



We know that this training has impacted on our practice because the outcomes of our audits tell us that the quality of our assessments and planning has improved. Our supervision audits tell us that our practitioners feel supported, and that they understand *social graces*, and disproportionality. We can see that we have changed our case recording, and we now write our records to the CYP using non-victim blaming language.

Trafford has a relational approach to practice and practitioners, and we want staff to feel supported, valued, and rewarded for their incredible work. Trafford Council recognise this through the 'EPIC' Star Awards, for example one of our Restorative Justice practitioners has received an EPIC award certificate and voucher noting this,

"The superb practice shows all our colleagues, residents, and the community the calibre of staff we have in our organisation, and you are certainly a shining example. Yours is an extremely challenging role and this nomination really brings into sharp focus both those challenges but also the incredibly positive impact your actions and approach can have on peoples' lives, particularly those who are amongst our most vulnerable. I'm not sure I can add much more to your powerful and inspiring nomination except to say thank you for what you do every day for the Council and our residents".

In 2024 – 2025 we will complete our training needs analysis, reflecting both areas of confidence and competence and respond by providing both individual support and service wide training. We will continue to learn from our audits and provide practitioners with information and feedback from this through our service meeting. We will deliver training on the Adolescent Brain, Unconscious Bias, and Cultural Competence, and plan our annual development day. Our focus will continue to be on wellbeing, resilience, and service improvements.

8 - Evidence-based practice and innovation

As referred to earlier our data shows a slight increase in the number of CYP who are involved in violence and knife related behaviours. Our concerns are the conflict between Urban Street Groups often related to opposing 'postcode' areas. We have

sourced new and modern approaches to address this, so that we can 'optimise' our reach in a way that is meaningful to our CYP, and therefore more likely to be impactful. '*Round Midnight*', is a creative arts company who offer immersive virtual reality programmes and we are using the 'Gang & Knife' modules to deliver a real-life experience to CYP that enables them to explore and understand the impact of anti-social behaviour, gang culture, knife crime, and exploitation in a safe environment [Round Midnight - Creative arts and EdTech](#)

We incorporate *Child First* principles through making the most of any opportunities to prevent our CYP from being criminalised, and we advocate for alternative approaches with our partners. We are involved in the *Another Chance* pilot project alongside Manchester. This project is supported by the Youth Endowment Fund, and has three distinct features, *Support*, *Community Engagement* and *Deterrence* to divert CYP away from the Criminal Justice System. [Another chance - Diversion from the criminal justice system | Youth Endowment Fund](#).

We have embraced the Prevention, Prosecution, Intervention, Education and Diversion model [PPIED] as a trauma-responsible and collaborative intervention to identify and offer support services for our CYP who are engaged in repeat offending. This is a GM police led model that promotes the visibility of CYP known to the police, but not always to partners. This model is aligned with *Child First* principles and supports partners to see the *child first* and *suspect* second. [Prevention, prosecution, intervention, education and diversion \(PPIED\) – Greater Manchester Police | College of Policing](#)

Our commitment is to grip opportunities and get involved in innovation, and we plan to work with the Youth Endowment Fund on the pilot *Area Leaders Programme* with colleagues in our community safety partnership. This opportunity will enable us to develop our evidence-based decision making, and problem-solving approaches with area-based partners, to reduce the likelihood of our CYP getting involved in violence. We see this as an opportunity to learn and grow so that we are more able to impact on youth violence and reduce offending in Trafford. [Area Leaders Programme Pilot - Partnership Opportunity Briefing Note - April 2024.pdf.docx](#)

On a GM basis we are currently engaged with the Ministry of Justice [MoJ], alongside the other nine authorities in the GM *Remand* project. The project will 'test' out the MoJ remand funding formula and consider whether a regional budget is beneficial. This provides us with an opportunity to work together to strengthen an alternative to custodial remands, which we know damages our CYP. This pilot will continue into 2024 – 2025.

9- Evaluation

Trafford Children's Services has a Quality Assurance Framework in place which consists of monthly 'case' file audits, reflecting on the quality of '*Assessment, Plans, Management Grip, and the Childs Journey / experience*'. Our audit includes a reflective conversation with the practitioner so that it is a learning process. The audit process includes a conversation with the CYP, and their Parent's/carers to ascertain their views of the service. We also reflect on the quality of our management grip through supervision audits and do thematic audits to understand if we need to address any systemic practice, or policy matters.

In 2023 we volunteered for a '*mini-Mock*' inspection by HMIP, with 'trainee' inspectors. We presented our interpretation of their informal findings at our YJ Management Board in October 2023. We also presented an analysis of our findings from our NS self-assessment, which is referred to below; as well as the findings from our thematic audit '*understanding the re-offending rates linked to our prevention and out of court disposals*'. The presentation can be found using this link [Quality assurance YJ.pptx](#)

Our out of court disposals are scrutinised when imposed for a knife related offence, and we submit our information to the '*knife crime scrutiny panel*', consisting of GM Police, the Crown Prosecution Service, and YJ. The purpose of this panel is to ensure we have adhered to the guidance, and we have always rated well, demonstrating good collaboration with our police colleagues, and defensible decision making. We have further evaluated our gang and knife crime immersive and interactive virtual decision-making programme, and the details are referred to during this plan.

Our last HMIP Inspection report was completed in February 2021, and we were rated overall as good. We do have an appetite to develop an external evaluation process, and as a GM combined authority we need to reflect on whether we develop a peer 'audit' approach, like that of complex safeguarding. Locally we are in the process of developing a multi-agency audit tool which we can complete at the sub-board, to reflect on our collaborative working arrangements, service delivery, and impact and outcomes for our CYP, thinking about safeguarding, risk, disproportionality, and community safety.

Priorities for the coming year

10 - Standards for children

Our aim is to reduce ‘*first time entrants, to prevent/reduce offending and re-offending, and to reduce the use of Custody*’. Our Quality Assurance Framework supports us to understand what we are doing well, and what we need to strengthen, so that we can deliver an impactful service in the short and long term. Our focus remains on the ‘person before process’.

Case file & conversational audit.



Our audits told us that we needed to develop the quality of our assessments in relation to our understanding of risk and safeguarding in 2023 – 2024 and we delivered training for all practitioners on the ‘ASPIRE’ model, Assessment, Planning, Implementation, Reviewing and Evaluation. This led to improved rational, assessment led plans that considered contingency arrangements, and multi-agency interventions and more audits with a rating of Good. Our audit tells us that the footprint of supervision, and oversight on the CYP’s record is good. We do need to develop our ability to record reflective supervision and involve CYP more in their journey.

Some of our CYP tell us that... ‘you’re okay’, ‘I get it now’, ‘we did some good stuff’...

Some of our parents and carers tell us... “Thank for the support, help through difficult times”; “Your input has made all the difference”; “Very helpful kind and caring”; “Worked with X closely and helped him in every way possible”; “I could not of asked for any better. “Thank you for the help I’ve seen a change.”

Our priorities for 2024-2025: we will continue to involve CYP, their parents / carers and understand their experience, and record that in our case notes, so that we can evidence a shift towards good.

Thematic audits and outcomes

Thematic Audit PSR- we have reviewed congruence between the recommendations in our pre-sentence reports for our CYP at Court, reflecting on disproportionality [April 2023 – January 2024]

Our audit findings show:

We have a 71% congruence rate between our recommendation and the Court outcomes.

*71% congruence for our 17-year-olds
14% for our 15-year-olds
14% for our 14-year-olds*

Disproportionality
*70% of our CYP are BAME.
71% are supported through EHCP and NEET
57% are cared for.
14% is supported by CP.*

We found no evidence of 'bias' in our recommendations to the Court. More 17-year-olds had a PSR than their younger counterparts, which accounts for the difference in percentage. We know that there is a high number of CYP who are from our disproportionate groups being 'processed' at Court and receive substantive outcomes. We have completed our disproportionality policy, and action plan which has led us to change our audit tool, so that it now reflects our areas of over-representation. Our GM YJ Court User Group has raised concerns about disproportionality at Court. We will present our policy and plan at the next board and continue to embed our new audit tool during 2024- 2025. We are strengthening our Service through bespoke training of staff and have developed a joint Trafford Youth Justice and Shine YP forum for YP of BAME background. The YP Forum will provide a platform for the voice of young people of BAME heritage and will allow greater understanding and support of their experiences.

Thematic Audit Victims - we explored the work that we do with our victims and reviewed that as per the YJB guidance.

Our audit findings show:

The ethnicity of our victims was proportionate with the general population.

68 % of our victims wanted reparation.

We saw an increase in victims who are family members.

Feedback from our victims tells us.

| | |
|--------------------|----------------|
| 29% Very satisfied | 14% Satisfied. |
| 0% Unsatisfied | 29% NA |
| 14% No response | |
| 14% Not Satisfied | |

As a result of our findings, we have developed the interlink between practitioners and our RJ practitioner to improve the quality of information shared with the victim. We want more victims to feel satisfied with the service they have had. We have shared our expectations with practitioners and updated our policy and procedures in line with guidance. Our plan is to have a monthly a 'victim' report so that we understand our performance data and quality of practice in this area because we want to be innovative and adapt our service to meet the needs of our victims. Our aspiration is to promote more direct reparation between our CYP and the victim. Victims are discussed in more detail in this plan.

Our self-imposed' self-assessment against the recommendations made by HMIP in their joint Inspection: Thematic review of custodial remand/ resettlement. Our findings resulted in the following actions.

We have updated our re-settlement procedures to be CYP focused considering areas of disproportionality.

We have strengthened our arrangements with colleagues in social care and have joint planning meetings for CYP remanded through the 'cared for' process.

We continue to offer Bail Intense Supervision & Surveillance as an alternative to remand.

We have 'mapping' meetings with the secure estate to share information about cross border CYP, risks/safeguarding for those open to complex safeguarding.

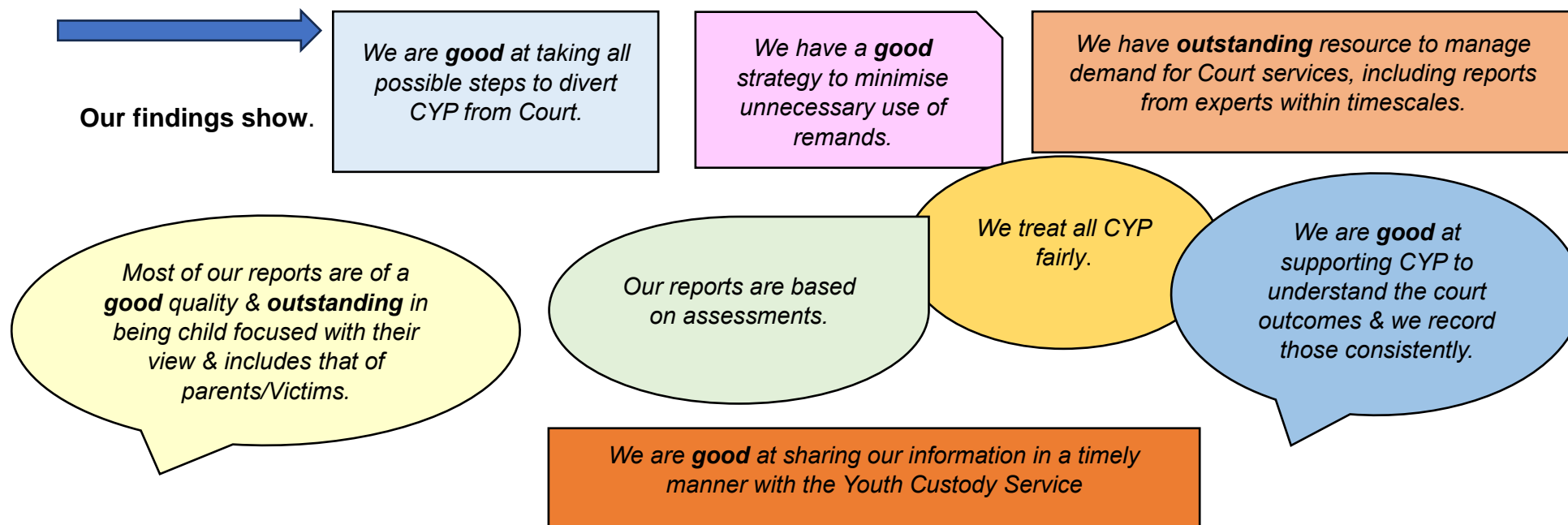
We are involved in the GM pilot, exploring alternatives to remand.

We offer a mentoring service to CYP who have been acquitted following a period of remand.

We have strengthened our understanding of CYP in police custody through our sub-board partnership and we have established monthly data report so we understand arrests, and overnight detention.

Our self-assessment reflects on what we are doing against the recommendations made from the HMIP joint inspection for CYP who are remanded to youth custody. We have made considerable progress through completing our own self-assessment and action plan, which we subsequently reviewed in 2023-2024, and strengthening our arrangements as noted above. Finding the right place for our CYP to live continues to be a challenge, and 'Placement' sufficiency is an issue Nationally.

National Standard self-assessment [Standard – 2 Work in Court reflecting on strategy, and assessment of practice]



We found many strengths in our Court strategy, and reports for Court. We have addressed the areas that needed to be strengthened, for example, we have amended our quality assurance tool for our referral order reports; we have encouraged a magistrate to attend our YJ Management Board for their views on 'work at court' and we use the GM Court user group to address system wide issues. We have strengthened our communication and developed leaflets for our CYP, their parents and carers; amended our operating procedures to make sure we have contact with parents/ carers at Court. We encourage CYP/ parents to provide feedback of their experience at Court, and of our service through our conversational audits and via our digital surveys [QR codes].

11 - Service development & our plan on a page

The YJB Strategic plan 2024 – 2027 prioritises quality of practice, and Child First principles. [The Youth Justice Board strategy for delivering positive outcomes for children by reducing offending and creating safer communities 2024–2027 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

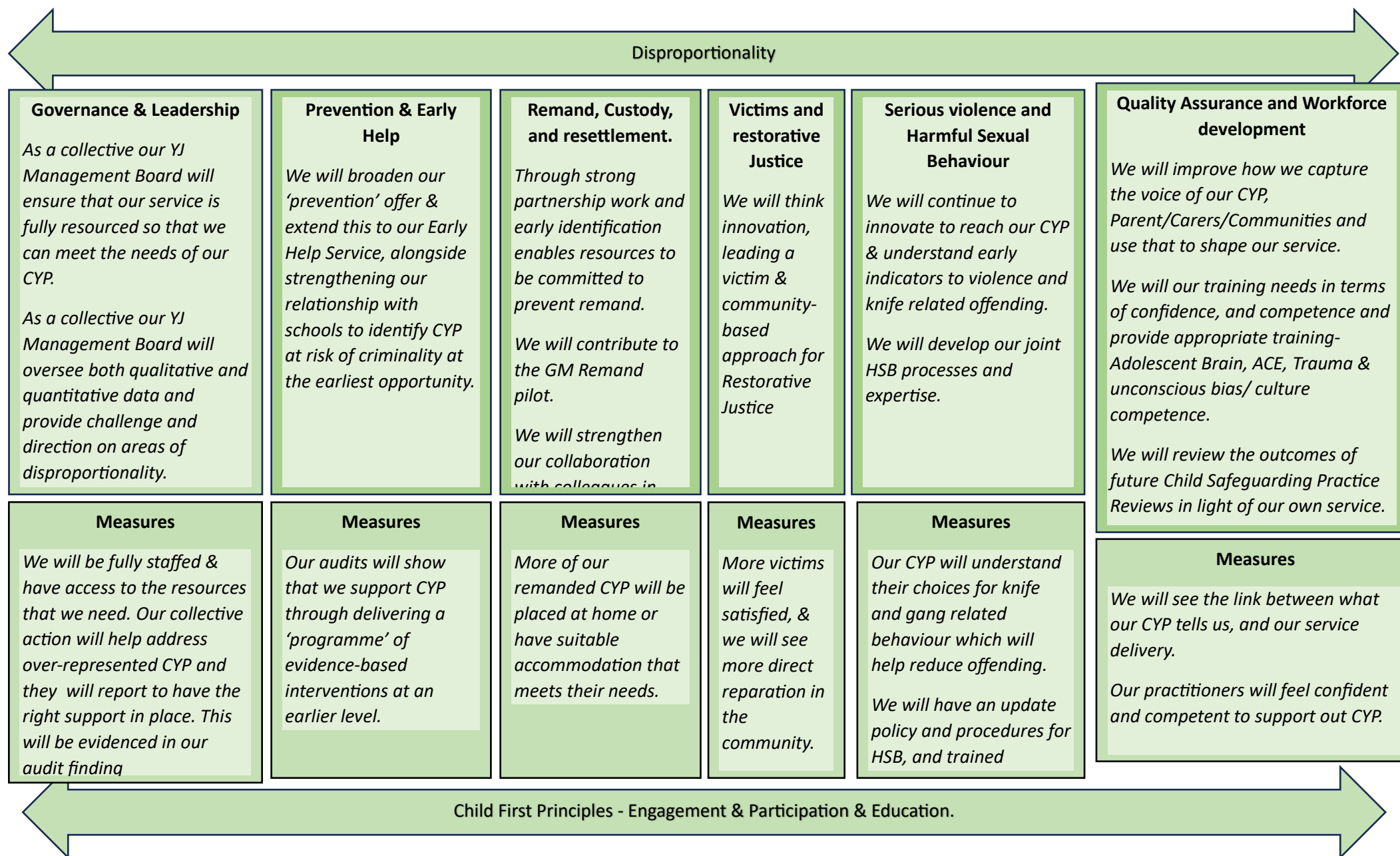
Our Performance data is important to us and tells us that we are a well performing YJ area, but the story behind the data is even more so. The experience of our CYP, their parents and carers, colleagues, partners, and our community are critical in understanding how, and what service we need to provide to prevent and reduce offending and create safer communities with fewer victims.

Our aim for 2024 – 2025 is to deliver our service in line with our core values, principles, and behaviours. Our focus is on developing the quality of our service, not just what we do, but how we do it through investing in our practitioners and providing them with the right training so that they are more able to deliver a service that reflects our core values, and meets the needs of our CYP.

We will be aspirational for all our CYP, but we will focus on those who are over-represented and challenge disproportionality at the referral source. We will adapt our practice to make sure we work with this group of CYP in a meaningful and impactful way.

We will create a resource directory that provides us with expertise across the voluntary, community and faith sectors so that we promote social and community inclusion, with a focus on education.

Our priority areas are referred to below, in our *'plan on a page'*. Our plan is underpinned by Child First principles and sharpened focus on education, training, and employment, with a concentration on disproportionality throughout.



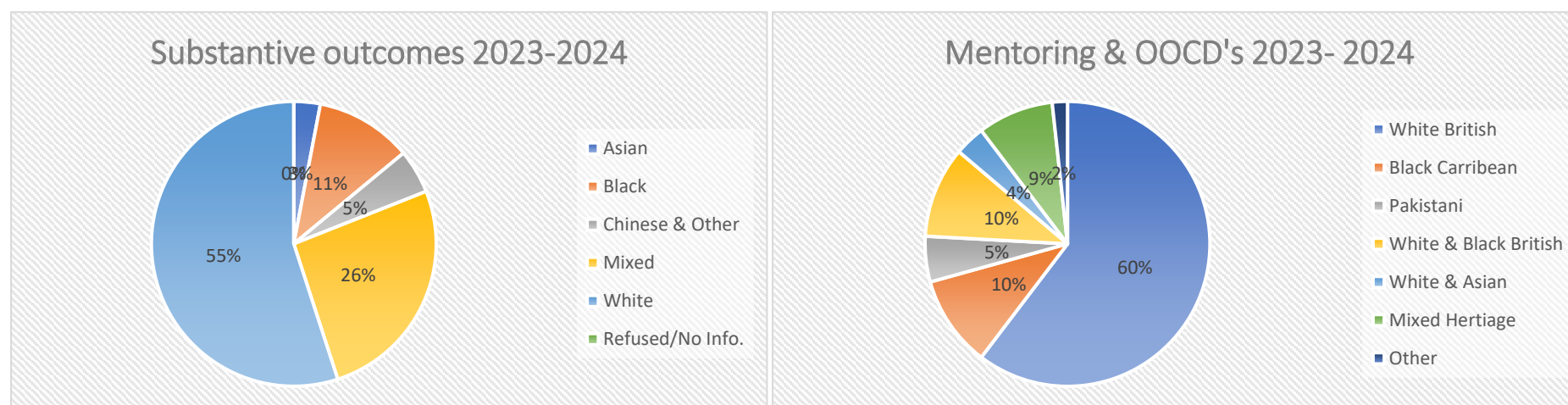
12 - National priority areas

Children from groups which are over-represented.

LGBTQ+1Trafford YJS utilises the Rainbow reflections at the talk shop which is a LGBTQ+1 youth lead. The Talk Centre has recently been awarded the Rainbow Flag award, and we continue with our quest to be an 'inclusive service'.

Some 'groups' of CYP are disproportionality 'over-represented' in the Criminal Justice System, for example those of Black and Minoritized ethnicity, particularly Dual Heritage; CYP open to social care; and those who have SEND needs, or who are supported by an EHCP, or not in education, training, or employment. We have completed our disproportionality policy and action plan, outlining what we can do to address this in our service, and we will present this at our YJ Management Board.

Black and Minoritized CYP- our data shows that there is little difference between CYP who are sentenced at Court, to those who we support through mentoring and out of court disposals.

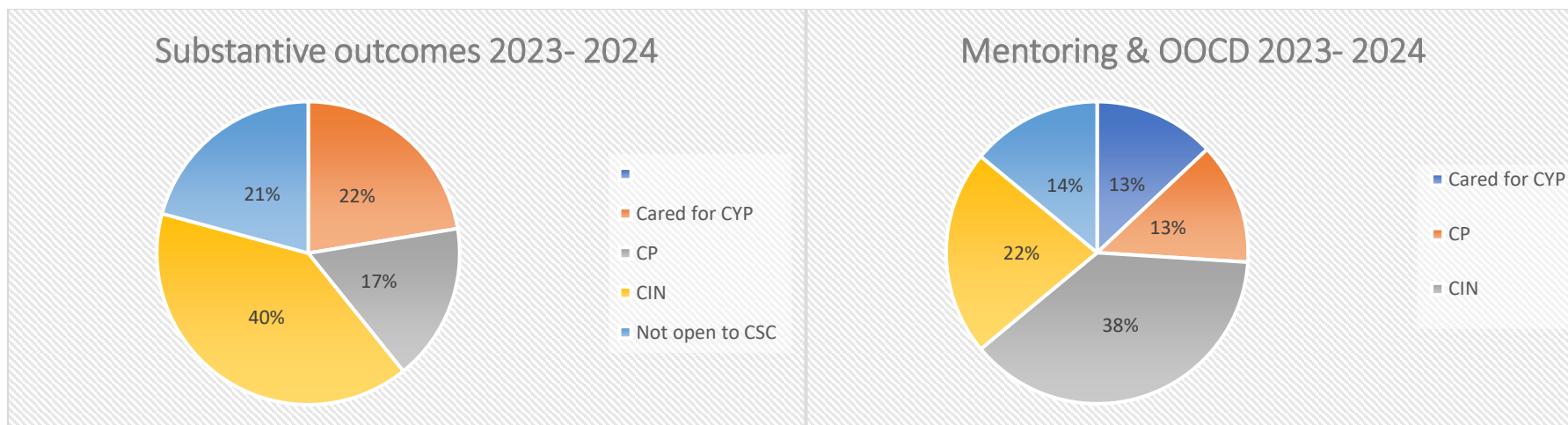


Our data shows us that the percentages of CYP open to YJ across all ethnicities mirrors the school census report, apart from Asian CYP who are under-represented, and those of Dual Heritage who are over-represented. Disproportionality stems from the referral source, and we continue to challenge partners at our sub-board and YJ Management Board with regards to their data on the number of CYP from minoritized groups who are stopped and searched, arrested, and detained overnight, bailed, or released under investigation, where no further action is taken, and/or presented at Court. However, whilst we have seen a reduction in the number of Black children open to our service from 16% [22/23] to 11% [23/24], the number of CYP of Dual Heritage has increased from 16% [22/23] to 26% [23/24]

Our plan in 2024 – 2025 is to continue to challenge disproportionality at the referral source, and to deliver training to practitioners so that we collectively understand unconscious bias, and we expect to see our audits show us to be a culturally competent service. We have made some changes to our quality assurance tools to include social graces. We have a member of our VAS who we have supported to complete a research project at university, '*How does institutional racism limit our capacity to assign victim status to Black and ethnic adolescents*' and she is supporting us in our quest to be culturally competent.

CYP open to social care; our data shows a discrepancy between the number of CYP who have received a statutory disposal, as opposed to a mentoring or informal out of court disposal with 15% more *cared for*, 8% more *CP*, and 12% more *CIN*.

We know that CYP who are open to social care are more likely to have experienced adversity, trauma and have a range of complex needs and as such have an increased risk of moving through the system quickly and being presented at Court and criminalised. We continue to refer to the '*10 point checklist*', [The forgotten 10 point checklist – the decision to prosecute offending in children's homes \(yjlc.uk\)](#) at our Triage panel when we are making decisions about our *cared for* CYP so that we can advocate for alternative disposals.



We will continue to work with partners at our daily risk management meeting, PPIED, Another Chance and Turnaround to encourage alternative approaches for our CYP who are open to social care. We have forged stronger links with our First Response Service, and Early Help colleagues who now attend our weekly triage panel, so we are more able to intervene earlier to prevent our CYP from escalating through the YJ system. Our commitment is to strengthen our collaboration with Early Help and schools and continue to attend the 'Edge of Care' panel so that we can offer ourselves as a resource for our most complex CYP.

Young People with SEND and EHCP We have a similar number of CYP across mentoring/ prevention and substantive outcomes who have SEND needs, or an EHCP in place.

MENTORING

Our data shows us that 48% of CYP who are supported by mentoring have SEND needs, or an EHCP.

STATUTORY

Our data shows us that 46% of CYP who are supported through statutory disposals have SEND needs, or an EHCP.

OUR OFFER

As part of the Vulnerable Adolescent Service, we work closely with our Youth Engagement Service who deliver advice, support, and information for our CYP aged 11- 19, (up to 25 for those with additional needs).

Engage Trafford offers intensive mentoring for CYP aged 8-18 (or up to 25 for those with additional needs).

Our Youth Engagement Service also delivers the Activity Agreement programme for CYP who have an EHCP, or complex needs. The aim of the activity agreement programme is to raise aspirations, enhance motivation, improvement re-engagement, confidence, and self-esteem, and improve transitions.

We have a dedicated Education practitioner who advocates for, and supports all our CYP, their parents/ carers to navigate the SEND, and EHCP system, because we want all our CYP to access the right opportunities.

Trafford SENDIASS offers a range of advice and support for CYP, Parents, Carers and Practitioners and we promote this within our service [Home \(trafford.gov.uk\)](https://trafford.gov.uk)

The number of CYP who are open to our service with complex needs that impacts on their education remains considerable. We work collaboratively with our virtual school lead, and they attend our weekly triage panel. We use this forum to discuss any CYP we are struggling to support and can present any cases to the virtual school vulnerable children's panel. We continue to work with our Youth Engagement Service and promote the UK Social Prosperity Fund and any other activities for those who struggle with academia. Our commitment in 2024-2025 is for all CYP who are supported by our service to be encouraged to complete an AQA so that they feel a sense of achievement and increased confidence in their abilities. Our commitment in 2024 – 2025 is to embed a 'communication passport' for our CYP with neurodiverse abilities, and communication needs so that we can support them to have their voice heard at Court, and other forums.

Working with girls- we have seen an increase in the number of girls who receive statutory disposals over and above those who are supported through mentoring and informal OOCDS.

Non- Statutory - 12% girls

Statutory - 21% girls

The number of girls supported through statutory disposals has doubled since 2019/2020 from 10% to 21%. The YJB states that there is no rise in the number of girls offending, but they do report a change in the type of offence that is committed, with more violence. Information on girls working with our YJ has shown high exclusion rates, and masking of underlying mental health and well-being issues that are not addressed until crisis. We have dedicated lead for working with girls, and we are actively involved in the GM working with girl's forum. We have girls in our engagement group, and we are working to form a 'girls' group' so that we can use their expertise to tell us how we can work more effectively. Our commitment during 2024 – 2025 is to re-think our policy on working with girls, create a culture that recognises the needs of girls, and a resource directory so that we can work with them in a way that is meaningful.

13- Policing – We have a full-time seconded police officer who is co-located with our service. More recently we have reviewed their role, in line with the updated guidance from the National Police Chief's Council [YJS Role of Police Officer.pdf.docx](#).



The expectation we have from our police officer has changed.

Our police officer now provides us with a monthly report telling us who has been stopped & searched; arrested, and whether they have been detained overnight; who has been bailed, or released under investigation, who has progressed to Court, & where no further action is taken. The reports tell us how many are from Black and Minoritized groups, which allows us to understand areas of disproportionality from a police perspective, so we can discuss this at the sub-board and YJ Management Board.

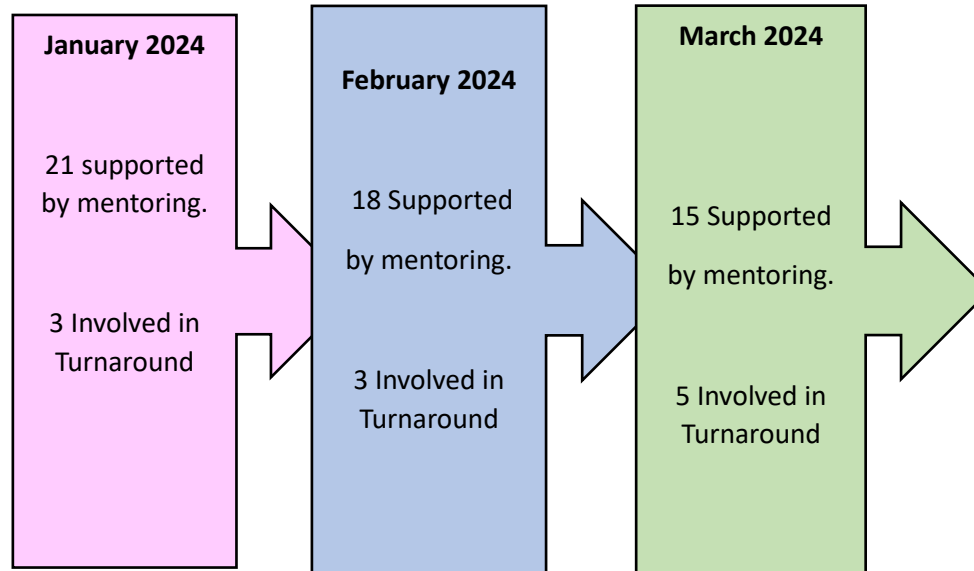
We are actively involved in developing Child Centred Policing and promoting alternatives approaches through the Justice Rehabilitation Executive, Transforming YJ agenda.

Our police officer provides us with daily information and intelligence, so that we can respond to the needs of our CYP quickly. Our police officer also completes interventions, and direct work using the virtual headsets and delivers the OOC disposal using a child centred approach, and this has promoted trust, and improved our CYP perceptions of the police.

Our police officer is sharing information about the impact on the victim, so we can assess and match our restorative justice approaches where possible.

The Detective Chief Inspector attends our YJ Management Board and monthly meetings with the YJ Head of Service to discuss any matters arising. The relationship with our GM Police colleagues is good, and we have effective processes and practice approaches in place that support us to have a good understanding of our CYP and helps us to respond early to prevent them from being criminalised. Our commitment is to continue to work with our colleagues in 2024-2025 to develop child centred policing so that it has a meaningful impact on our CYP, and we would like to do this through offering some 'training' around the child first principles, and adolescent development for newly qualified police officers. Our aspiration is for our CYP to share their experiences with our GM Police colleagues to inform their approach.

14 - Prevention- the number of CYP who are supported through mentoring is fluid but tends to be similar to, or more than those open through Substantive disposals. For example, our data in Q 4 2024 shows:

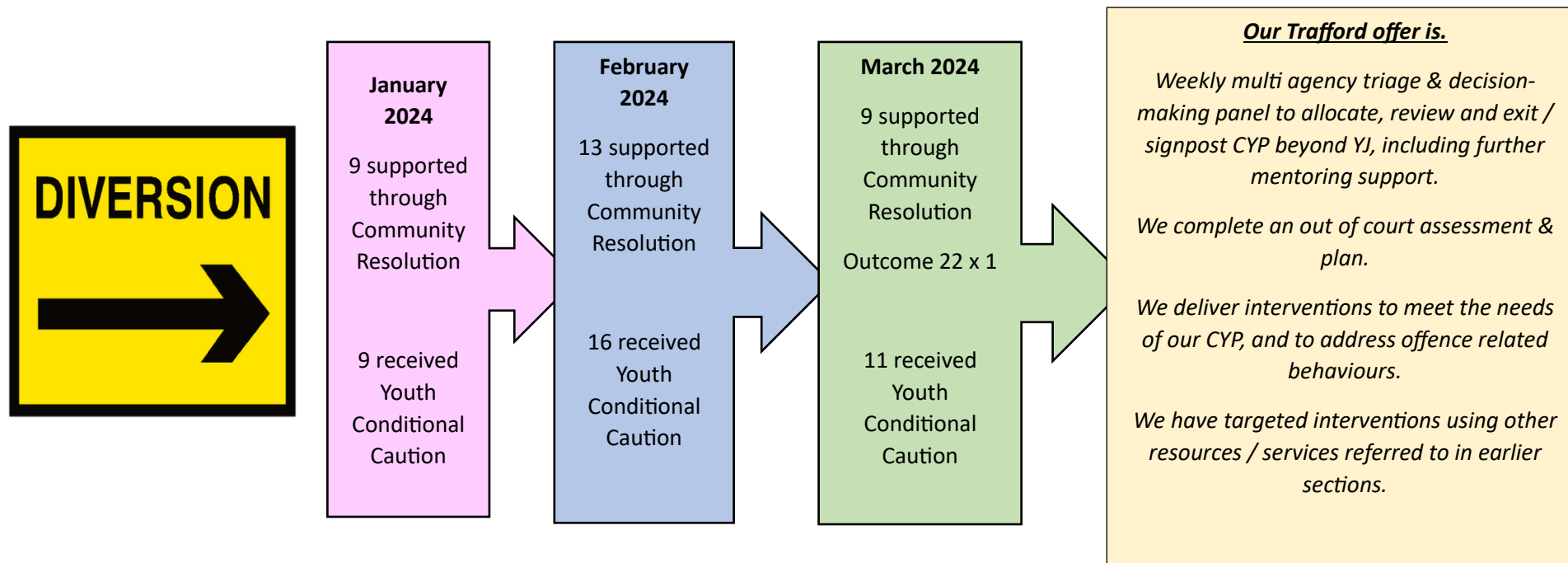


- Our Trafford Offer**
- YJ mentoring/ prevention.
 - PPIED
 - Another Chance
 - Turnaround
 - STEER
 - Navigators
 - Foundation 92
 - Gorse Hill
 - Youth Engagement Service
 - SHINE
 - REMEDI

We have good multi-agency systems in place that helps us detect and intervene early for many CYP. However, they have already come to the attention of the police, and sometimes social care. We have changed our referral criteria to broaden our reach, but we aspire to develop a 'programme toolkit' for mentoring / prevention, so that our interventions are consistent. Our ambition is to collaborate more closely with our Early Help Service and schools so that we can work together to target CYP, and their families earlier.

Our mentoring offer requires consent, and we have promoted this service to parents and carers so that they understand this is a course of action to prevent their CYP becoming criminalised. We plan to co-produce our 'leaflets and communication about this service with our CYP, their parents or carers.

15 - Diversion –We know that we are advocating for alternative approaches and diverting CYP away from the Court through supporting Community Resolutions, and Youth Conditional Cautions. Our Q 4 2023-2024 data shows:



Our weekly multi-agency triage panel including representatives from Health, GM Police, SALT, Education [virtual school], First Response, Early Break substance misuse services, Restorative Justice Practitioner, and a Family Help lead who inform our decision making and assessment and agree or challenge any recommendations for an out of court disposal. All our CYP have an opportunity for 'wrap around support' during an out of court disposal intervention. We have changed our triage panel recently, so that professionals have oversight at the mid and end point of the intervention. This review helps us to signpost our CYP to the right support beyond YJ or ask for additional support. Our commitment in 2024- 2025 is to collaborate with colleagues to support child centred policing and alternative approaches and encourage the use of different disposals, such as Outcome 22.

16 - Education - Education matters to us. Our data tells us that 81% of our CYP with substantive outcomes are in mainstream education, and 86% received an out of court disposal. The data is similar.



Substantive outcomes

Averages

10 % in Alternative Education

5% Not Registered

2 % Home educated.

2% educated out of area.

Out of Court Disposals

Averages

9 % in Alternative Education

2 % Not Registered

2 % Home educated.

1 % educated out of area.

Our offer

We have an Education Practitioner to support CYP with EHCP/SEND needs.

Through attendance at the Virtual school vulnerable young and our YJ Triage Panel wider support can be offered.

Our Youth Engagement Service supports Activity Agreements

Youth Engagement Service UK SPF opportunities & post 16 + provision

'One size' does not fit all' so we offer creative education.

WINGS & Unity
radio music
production

Assessment &
Qualification
Alliance Framework

Gorse Hill Studios',
a Youth Arts Charity

Knife crime,
preventing
exclusion

The virtual head is a member of our YJ Management Board, and we have a virtual school representative at our sub-board, and weekly triage panel. The data tells us that nearly 50% of our CYP may need additional support, potentially because of their neurodiversity, or SEND needs. Our aspiration is for all our CYP to be in the right education and have access to the right training and employment related opportunities. We know that 'one size' does not fit all, and we will continue to innovate so that our CYP feel a sense of achievement. We link closely with our colleagues in the Youth Engagement Service to support education, training and employment, and our plan is to develop 'programmes of interventions', and link those to AQA's.

17 - Restorative approaches and victims -We have completed a Thematic Audit for our victims which is referred to earlier in this plan, and this led us to make some changes so that our restorative work is more visible. We have updated our policy and procedures in line with YJB guidance, and the victim code. [Code of Practice for Victims of Crime in England and Wales \(Victims' Code\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/612217/code_of_practice_for_victims_of_crime_in_england_and_wales_victims_code.pdf)

Restorative work at our Bike Kabin...



Our CYP tell us...

Feedback from a social worker

"I'm sorry for the delay in the thank you email.

I have dropped the bike off with the young person, Child A who was absolutely stunned at how beautiful the bike was, she said she would have chosen this bike herself if she was able to. It's perfect in every way and she will enjoy riding to work on it each weekend. Mum also shared that she will be using the bike when Child A isn't, as its perfect for nipping to the shops.

I just wanted to extend my thanks to you for making this happen. You have made a family very happy.

Take care.

"They were'
useful".

"Carl was great
at the Bike
cabin".

"Carl helped me
fix a bike".

Our CYP tell us that they enjoy the Bike Kabin, and we know that it gives them a sense of achievement. Our CYP have fixed bikes and donated them to children in foster care, and a Ukraine family living here because of the war. The Bike Kabin, and the allotment provide our CYP with a safe space to reflect on the harm that they have caused, but also to make indirect reparation. Restorative justice supports our CYP to make amends, either indirectly or directly, and this promotes a greater understanding of how their behaviour has affected others, and can reduce the likelihood of repeat behaviour.

Our allotment- is a safe space where we work with CYP using a trauma informed and therapeutic approach.



We want to make more use of our allotment, and we are in a period of reflection with how to use this space more creatively. These are our thoughts for 2024- 2025.

Use this for Staff; 'a working tea party' to further create cohesion and morale.

Support our CYP to grow their own vegetables, or build birdboxes to donate to others, and achieve an AQA for it.

Develop this to be a community led approach supporting other adults / mentors to use it alongside our CYP.

Direct Restorative Justice Conference in a safe space [Young Person Example] ...

XXX you started by giving an honest account of what happened, what your thoughts were at the time of the offence and what your thoughts had been since. You acknowledged who had been affected by your actions and expressed genuine remorse for all the harm you had caused. You made a sincere and heart felt apology to Mr XX and your dad.

Mr XX talked about how he first became aware of the crime and showed photographs of the damage done, he went on to explain his thoughts and feelings at the time, Mr XX went on to explain who and how others been affected by the crime and expressed his concerns for the safety of the young people. Both parents were given the opportunity to speak and in turn explained how they had become aware of what had happened, what their initial thoughts (concerns) were, the affect it had on themselves and others in their family and what had been the hardest thing for them.

Each parent again offered heartfelt apologies to Mr XXX for their sons' irresponsible actions.

These questions were answered honestly, and it was apparent that both parents found this extremely difficult, each becoming quite emotional in their accounts. This in turn had a profound effect on XXX, who became visibly upset whilst listening to parents. Mr XX told both parent and XXX that he accepted all apologies given stating that he could see that the boys regretted what they had done and were truly remorseful. He also went on to say that he would not take the monies for the emergency repairs (This had been agreed by both parties prior to the RJ meeting) and hoped that it would be put to better use for the families.

Both parents and their children thanked Mr XX for this very kind gesture and the meeting was concluded with final apologies and friendly handshakes.

18 - Serious violence, exploitation, and contextual safeguarding – We understand that our CYP who are involved in violence and knife related behaviour have potentially been a victim of CCE, or CSE. We work closely with our partners to prevent, reduce, and respond to risk outside the family home, including missing, and safeguard our CYP, and protect others from harm. Our collaborate approach is documented within this report from a YJ perspective [Final - Scrutiny committee report - Knife Crime and Exploitation.pdf.docx](#)

Our CYP do not belong in the shadows.



Please see our complex safeguarding annual report for [SHINE complex safeguarding annual report 2022-2023.docx](#), which contains information about how we work together to support our CYP to be recognised through the NRM process

YJ & SHINE have a ‘working together policy’, and we have joint supervisions for some CYP.

YJ attends the Channel panel, and we work with CYP to prevent & reduce radicalisation.

Our data shows the type of offence that our CYP committed in [2023-2024]

Threaten or Possess knife blade / sharp pointed article in a public place.

Assault by beating.

Possess an offensive weapon in a public place.

Assault a person thereby occasioning them actual bodily harm.

Common assault

Assault a constable in the execution of his / her duty.

Attempt to assault a person thereby occasioning them actual bodily harm.

Common assault of an emergency worker

Section 18 - wounding with intent

Harmful Sexual Behaviour

We submit our serious incident notification through the YJAF framework, to the YJB.

Substantive disposals 2023- 2024

43% are violence against the person.

46% of violent offences involved a knife.

The gravity score [GS] of offending has increased slightly, largely due to a wounding with intent [GS7], Robbery [GS6], 6 sexual offences [GS5], witness intimidation [GS5], making indecent images [GS5]

Most outcomes remained at GS 3, or below, equating to 84% of offences this year.

Assurance meeting

The Director of Children’s Services, and Chair of the YJ Management Board chairs a monthly assurance meeting, attended by the Head of Service for vulnerable Adolescents, Practice Managers from YJ and our Complex Safeguarding [CS] Service [SHINE], and our GM Police CS lead. We discuss CYP who cross those services, and who worry us the most, and police operations in the borough. This provides us with oversight at the highest level, and sufficient resources.

Our work with Missing CYP is inextricably linked to YJ & SHINE & reported on each month in detail at this meeting.

What our CYP tell us about our immersive & interactive virtual knife crime programme- We have used the ‘round midnight’ immersive virtual knife crime programme since February 2024, and 12 of our CYP so far have shared their views. They tell us:

How likely are you to carry a knife in the future.

| | |
|---------------|---|
| Not at all | 8 |
| Unlikely | 4 |
| Not sure | 0 |
| Likely | 0 |
| Highly likely | 1 |

Do you know more about what to do in a situation if a knife is used?

| | |
|-------|---|
| Yes | 9 |
| No | 2 |
| Maybe | 1 |

How is your understanding of the consequences of knife crime?

| | |
|-----------|---|
| Good | 5 |
| Very good | 7 |
| Fair | 0 |
| Poor | 0 |

We work closely with our Youth Engagement Service and provide them with information about community tensions, where groups of youths congregate, and they deploy detached outreach teams in the evening and weekend; supporting CYP to learn first aid through a street doctor approach.

“It was good”.

“It was good I learned a lot”.

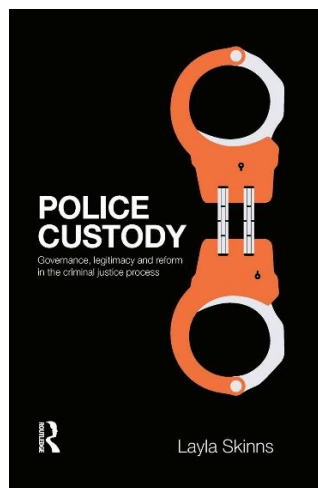
“2 long”

“Nah’

“Better than I thought’.

The findings from our GM complex safeguarding peer audit were good, and one of our strengths is our relationship with partners. In particular the commitment from our complex safeguarding GM Police leads, and collaboration between SHINE, Missing and YJ means that we share information and intelligence quickly, and plan a coordinated response which may involve disrupting adult perpetrators, or issuing a threats to life disruption notice/or a threats to life notice. We attend the serious organised crime partnership board and contribute to the ‘4P’ approach to work collaboratively to address gang and knife related behaviours, [Serious Organised Crime strategy \(programmechallenger.co.uk\)](http://programmechallenger.co.uk). We will continue to innovate, and our commitment is to expand our relationships with the voluntary, community and faith sectors, and increase our knowledge and resources to support our CYP to have alternative opportunities and make different choices.

19 - Detention in police custody -Some of our CYP end up in police custody. We are now able to report on how many CYP have been stopped and searched, arrested, detained overnight in police custody, bailed, released under investigation or when no further action has been taken. Q4 in 2023-2024 tells us that there is an over-representation of Black and Minoritized CYP in some police processes.



| Stop and Search [Jan-March 2024] | Arrested [Jan-March 2024] | Detained overnight [Jan-March 2024] | Bailed [Jan-March 2024] | Charged [Jan-March 2024] | No further action [Jan-March 2024] | Released under investigation [Jan-March 2024] |
|----------------------------------|---------------------------|-------------------------------------|---------------------------|---------------------------|------------------------------------|---|
| 188 CYP in total | 58 CYP in total | 7 CYP in total | 15 CYP in total | 17 CYP in total | 18 CYP in total | 5 CYP RUI during this time. |
| 91 White | 39 White | 5 White | 9 White | 7 White | 16 White | 19 in total open to RUI |
| 55 BAME | 18 BAME | 2 BAME | 6 BAME | 10 BAME | 2 BAME | Ethnicity not stated. |
| 11 Dual Heritage | 1 Dual Heritage | Dual Heritage Not stated. | Dual Heritage Not stated. | Dual Heritage Not stated. | Dual Heritage Not stated. | |
| 38 Not stated. | 0 Not stated. | | | | | |

Nationally YJ continues to see disproportionality. Our school census shows our white population at 60%; Black ethnicity at 4.7%, Dual heritage at 9%, Asian ethnicity at 17% and Chinese/Other at 8%. Our Police data shows significant disproportionality in comparison, 35% of BAME CYP have been stopped and searched; 33% have been arrested; 28% detained overnight; 40% bailed; 58% charged; and 11% NFA. This means that our CYP are more likely to be stopped and searched, arrested detained and charged. They are less likely to be bailed or have NFA taken against them. Whilst we caveat this data because of small numbers, and a snapshot in time, we can monitor this now through our monthly police reports, and challenge our GM Police colleagues at our YJ Management Board, and sub-board referring both to the National Strategy, and the Child Centred Policing policy [PowerPoint Presentation \(greatermanchester-ca.gov.uk\)](https://www.greatermanchester-ca.gov.uk)

National Police Chief’s Council’s Strategy for the policing of CYP refers to key principles around priority areas such as stop and search, cared for children, arrest and detention, and a focus on the relationship between CYP and the police, please see the Strategy [national-strategy-for-the-policing-of-children-young-people.pdf \(npcc.police.uk\)](https://www.npcc.police.uk).

This data allows us to understand and challenge the drift and delay for our CYP who are bailed and released under investigation. We have seen our numbers reduce over the last 6 - 12 months so our CYP are more likely to find the out about the outcomes from the police sooner.

20 - Remand – our remands are low, and our aim is to keep CYP with their parents, or carers in the community where it is safe to do so. We have developed our links with colleagues in social care and partners to help us achieve this. Our data tells us.



We had 6 CYP remanded in 2023- 2024. In terms of disproportionality 4 CYP are white [66%] and 2 are of Black and Minoritized ethnicity [33%].

Initially 3 of the 6 YP were remanded in custody, and subsequently 1 was released and remanded to the care of the local authority, and 1 sentenced. The 1 YP who remains in custody is of Dual Heritage.

'Positively' 3 YP were remanded to the care of the local authority from the outset.

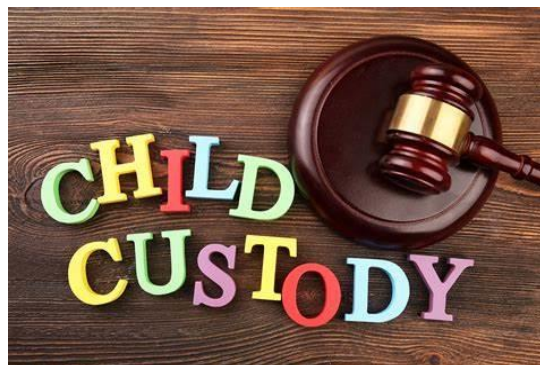
We have continued to promote alternatives to remand in custody and offered conditions to prevent further offending and harm to the victims and community through our Intensive Supervision and Surveillance programme [25 hours each week & electronically monitored curfew in the community]. We work with our colleagues in social care, and partner through joint assessment and interventions to support and meet the CYP needs and promote staying with family where it is safe to do so.

We are involved in the regional GM 'remand pilot', working in collaboration with the other 9 local authorities to reduce the number of CYP who are remanded to custody through creating alternative options. We have secured 'remand accommodation', which will offer 3 beds for CYP who meet the remand criteria.

We work closely with the Court, through the Court user group to promote confidence in our alternatives to remand, and where necessary collaborate with our colleagues in neighbouring authorities, and the secure estate to ensure that when our CYP are remanded, or produced at Court it is done with consideration to any potential conflict with other CYP, from neighbouring authorities.

All our remanded CYP are supported through the 'cared for children' process, and we are actively involved in the newly established 'accommodation panel' for our cared experienced YP, which will support us to source the right accommodation.

21 - Use of custody and constructive resettlement- the number of CYP who are sentenced to custody in Trafford remains low.



Our data tells us that we have no CYP sentenced to custody in 2023 - 2024.

We know that the transitions between custody and home can be damaging, and contribute to existing trauma, and adverse experiences. Our approach is that permanence starts prior to sentence, and our standard is that all CYP have a seamless experience of 'in 2 out' Education / Training and Family Life.

We have reviewed and completed the recommendations from our self-imposed remand/resettlement audit referred to earlier.

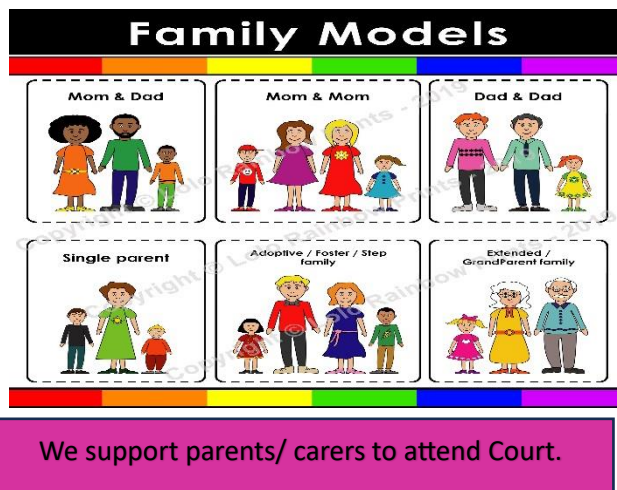
We have updated our Resettlement Policy, and our principles are based on Personal and Structural Support

We are committed to making sure that any CYP who experiences custody through either remand, or sentence will be supported through our multi agency case planning forum, the focus of which will be on the 7 steps of constructive resettlement, 1] case management & transitions 2] accommodation 3] ETE, 4] Health, 5] substance misuse, 6] Families, 7] finances. This forum is used to reflect and discuss decisions for Release on Temporary Licence



Historically Trafford have very low numbers of CYP who are sentenced to custody. Despite this, we have reviewed our resettlement policy, and made sure that we have reviewed and implemented the recommendations from the HMIP thematic review, referred to earlier. We will continue to provide information to the Court through our pre-sentence reports, our aim is to keep our CYP out of custody where it is safe to do so.

22 - Working with families – Our work with families is a developing picture, and we have more to do to think ‘beyond’ the CYP. Our aim is to support families to be resilient, so that they are more able to support their CYP. This is some of the work that we do, and what our parents / carers tells us.



We have started to ‘think family’ and have forged stronger links with Social Care & Early Help.

We have implemented Turnaround as a whole family approach & we work with parents, carers, and their families to support them to support their child.

We are members of the Family Help Board, and the Corporate Parenting Board so we are aware of the current pressures that our families face, enabling us to target services if needed.

We support parents/ carers to understand our mentoring offer and encourage them to consent to support for their child to prevent criminalisation.

Restorative Justice, where our parents/ carers have space to reflect on any harm caused & have an opportunity for their CYP to make amends.

We have developed leaflets informing parents/ carers of what we do.

Our parents are encouraged and supported to be involved in the assessment, and plan, and have an opportunity to provide feedback through the self-assessment, conversational audit, & QR code survey.

Our parents & carers tell us...

‘My X is really happy with is worker & they’re making a difference’.

“X regularly updates us, and we feel part of the plan”.

I was supported through X going to Court and she explained everything to me. I like how we got to lead on his plan.

“There’s been a big change in X because he’s going to college now & helping out around the home”.

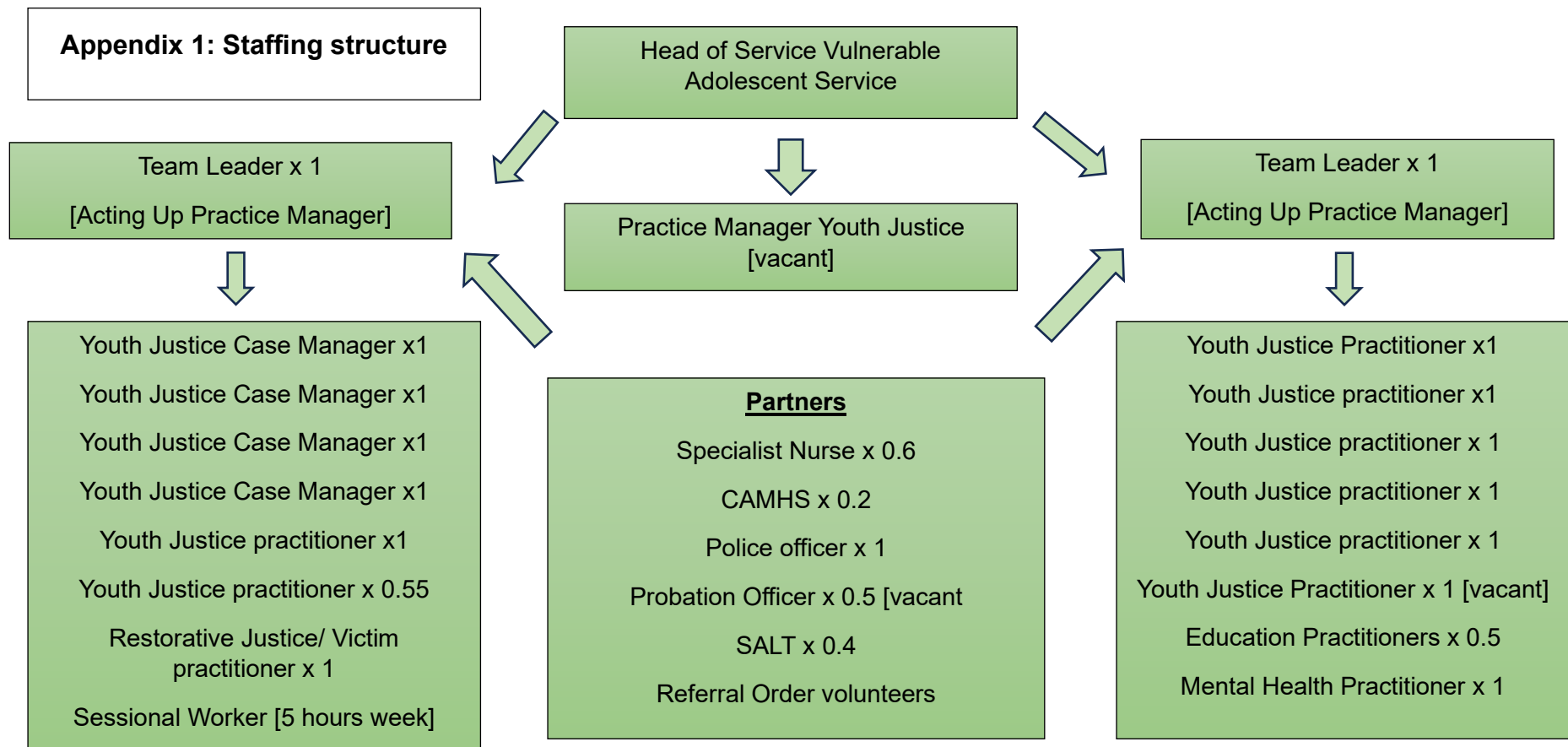
Our commitment to our parents / cares is that we will provide them with information about what support is available across Trafford, for example ‘Trafford directory’, ‘Community Hubs’, Children’s Services ‘Padlet’s, in particular “Parents and Carers Voices” [Trafford Family Help \(padlet.com\)](https://traffordfamilyhelp.padlet.com) We are in the process of commissioning in parents services, who will work with our CYP in complex safeguarding, some of which will be open to YJ, providing education about adolescent behaviour, and strategies to manage that. We will support families to share their views, so that we can use those to shape service delivery.

23 - Sign off, submission and approval.

A handwritten signature in purple ink, appearing to read "Jill McGregor", with a horizontal line underneath.

Jill McGregor, Chair of the YJ Management Board / Corporate Director of Children's Services

Date: 04 July 2024



Ethnicity, gender, and disability is related to staff who work in YJ and does not include partners.

| Number of staff | Female | Male | White British | Asian heritage | Black heritage | Greek heritage | Australian/British | Disability |
|-----------------|--------|------|---------------|----------------|----------------|----------------|--------------------|------------|
| 18 | 11 | 7 | 12 | 1 | 2 | 1 | 1 | 1 |
| Percentages | 31% | 19% | 33% | 3% | 6% | 3% | 3% | 3% |

Appendix 2: Budget Costs and Contributions

| Agency | Staffing costs (£,000) | Payments in kind – revenue (£) | Other delegated funds (£000) | Total (£,000) |
|---|------------------------|--------------------------------|------------------------------|---------------|
| Local authority | 270 | | 0 | 270 |
| GMP | 0 | | 0 | 0 |
| NPS | 5 | | 0 | 5 |
| Health Service | 0 | | 0 | 0 |
| Police and crime commissioner GM Early Intervention and Prevention Grant £45K | 39 | | 6 | 45 |
| Serious Violence Fund | 50 | | 0 | 50 |
| YJB Youth Justice Grant | 436 | | 45 | 481 |
| Other (Remand budget) | 0 | | 34 | 34 |
| Turnaround Programme | 108 | | 15 | 123 |
| Total | 908 | 0 | 100 | 1,008 |

Appendix 3: Links to the 2021 census

https://www.trafforddatalab.io/accessible_graphics/census_2021_population_and_households_infographic.html

https://www.trafforddatalab.io/accessible_graphics/census_2021_gender_identity_infographic.html

https://www.trafforddatalab.io/accessible_graphics/census_2021_sexual_orientation_infographic.html

https://www.trafforddatalab.io/accessible_graphics/census_2021_ethnicity_infographic.html

https://www.trafforddatalab.io/accessible_graphics/census_2021_educational_attainment_infographic.html