

# Workplan 2015/16

## Background

**Our vision** is a Scotland where all individuals and communities are safe and flourish; and where Scottish youth justice practice, policy and research is internationally renowned and respected.

To achieve this vision we work to advance four short-term **outcomes**:

1. There is a good understanding of what supports, and what are barriers to, children and young people being safe and flourishing
2. Youth justice practice and policy are informed by our best knowledge and evidence
3. Youth justice stakeholders work together to design, develop and implement improvements
4. Youth justice practitioners have the skills, confidence and support they need to best help children and young people

To make progress on these four outcomes our work focuses on three broad areas of work:

**Practice Development:** Working with practitioners and policy-makers to undertake, support and coordinate activities to improve

**Research:** Undertaking, supporting and coordinating research

**Knowledge exchange:** Sharing and disseminating knowledge

## Themes

For 2015/16 our work will focus on the following three themes. The workplan and themes have been developed following the completion of a stakeholder research exercise and in consultation with stakeholders. The themes have also been informed by current discussions about the shape of the revised Youth Justice in Scotland strategy currently being drafted by the Scottish Government.

### 1. Improving Outcomes for Young People

This work focuses on working directly with practice colleagues to improve outcomes for young people; conducting research to support practitioners and policy-makers in their decision making about how to improve outcomes; and undertaking knowledge exchange activities to capture and share stories, examples and reflections about improving outcomes. Our work within this theme will particularly focus on improving core practice, responding to complexity, improving outcomes for girls and young women, and better understanding offending and desistance patterns and trends.

### 2. Advancing the Whole Systems Approach

Our work to advance the Whole Systems Approach involves both developing and improving the approach and sustaining successes where these have been achieved. Our work under this theme focuses on key aspects of the Whole Systems Approach, particularly: Early and Effective Intervention, custody, secure and residential care (and alternatives), high risk, reintegration and transitions. Of course, this work is fundamentally also about improving outcomes for young people but the route to achieving this is through the Whole Systems Approach.

### 3. Participation, Co-production and Engagement

This theme focuses on improving the participation of young people in shaping their own support, and improvements across practice and policy. It also involves work to engage with, and connect to, schools, communities and the general public, to build understanding about young people involved in offending and ensure we can more effectively work collectively to improve the outcomes for these young people.

## Key deliverables this year include:

- Support the champions groups to identify and deliver key improvements to practice
- Run a minimum of two national professional development events; six local roadshows tailored to specific practice needs; and training on Core Skills, Asset, Safer Lives, SAVRY/START and AIM 2 when significant notes of interest are expressed.
- Organise a two day practice focused Youth Justice in Scotland conference.
- Revise and publish A Guide to Youth Justice in Scotland
- Produce 11 infosheets, summarising key information for practice
- Provide a practitioner advice service
- Produce a range of practice resources; including a multi-media learning resource about vulnerable girls and young women, a young person's throughcare map, a paper about the links between EEI and GIRFEC
- Publish research reports on issues of loss, substance misuse and secure care
- Ensure effective communication through a monthly CYCJ bulletin, a regularly updated website and a presence on social media

## Workplan 2015/16

The table below specifies the projects and activities we will undertake in 2015/16. We report on these activities, progress and performance on a quarterly basis to the Scottish Government. Most of our activities make some contribution to all four of our outcomes specified above, but here the key outcomes for each activity are noted.

Project plans will be produced for each significant piece of work and kept up to date as the work progresses. These plans will specify approach, remit, timescales and outcomes in greater depth, and will be available on request.

Each quarter we will report on progress against this agreed workplan to the Scottish Government and to the CYCJ Executive Governance Group. The reporting document will present the detail for each project and have a covering director's report highlighting key deliverables, outcomes, achievements and issues each quarter.

### Theme One: Improving Outcomes for Young People

Activity type	Projects and Outputs	CYCJ lead & partners	Timescales & frequency	Outcomes
Practice Development	Run two (as a minimum) national professional development events on complex needs	Fiona Dyer	Q1-Q4  Two events minimum	Outcomes: 1, 2, 3 & 4
	Contribute practice support to, and take practice lessons from, the IVY project (CYCJ contribution in kind to the IVY project).	Fiona Dyer	Q1-Q4	Outcomes: 1, 2, & 4
	Practitioner support service: Provide a practitioner support service (practice support and information support). With particular emphasis on EEI, managing high risk, girls and young women, reintegration and transitions.	Fiona Dyer	Q1-Q4	Outcomes: 2 & 4
	Consultation and bespoke work with localities and organisations: Undertake consultancy and bespoke work with individual organisations to progress good practice on specific issues (already plans to work with Cornton Vale, Aberdeen VGYW strategy, Zero tolerance work, care inspectorate work, residential staff, risk and concern project).	Fiona Dyer	Q1-Q4	Outcomes 1, 2, 3 & 4
	Roadshows: Liase with local authorities to plan, collate and present materials, and deliver local roadshows in specific geographical areas tailored to local priorities/needs (at least six). To include core skills training.	Stewart Simpson	At least six per year based on local needs.	Outcomes 1, 2, 3 & 4

	Produce a discussion paper about the principles of youth justice, building on the youth justice paper and documenting how youth justice differs from adult justice (linking to Kilbrandon, EEI etc).	Claire Lightowler	Publish Q3	Outcome: 2
	Youth justice practice guidance publication – update and add in new sections if required.	Claire Lightowler	Publish: Jan 2016	Outcomes 1, 2 & 4
	Information sheets: two page summaries of key youth justice issues.	Fiona Dyer	11 per year. one per month, with the exception of December.	Outcomes 1, 2 & 4
	Run specific training sessions on the following topics, when we have notes of interest: <ul style="list-style-type: none"> <li>• Asset</li> <li>• Aim 2</li> <li>• Safer Lives</li> <li>• SAVRY/START</li> </ul>	Stewart Simpson	Q1-Q4  No. sessions to be based on demand.	Outcomes 1, 2, 3 & 4
	Deliver inputs to panel member training, and for social work lectures and seminars.	Jill McAfee	Q1-Q4	Outcomes 1, 2 & 3
	Facilitate and support activity led by the four champions groups and support work related to the revised youth justice strategy.	Claire Lightowler	Q1-Q4	Outcome 3
	Develop comprehensive training package to support use of VGYW multi-media learning resource, and evaluate impact of training on practice.	Carole Dearie	Q1-Q4	Outcome 2 & 4
	Support and grow practitioner networks relevant to needs and circumstances of local areas.	Carole Dearie	Q1-Q4	Outcome 3 & 4
	Produce a programme for Residential Child Care staff that focuses on key issues of developing healthy relationships and the negative impact of social media. This will be done in partnership with Zero Tolerance.	Carole Dearie	Q1-Q3	Outcome 2 & 4
	Consult with and support practitioners in developing an understanding of keys issues affecting vulnerable girls in terms of CSE, social media and assist in the development of strategic practice framework that will influence practice.	Carole Dearie	Q1-Q4	Outcome 1 & 2
<b>Knowledge Exchange</b>	National Youth Justice conference focused on the theme of complexity.	Charlotte Bozic	Q1	Outcomes 1, 2 & 4
	Create a series of effective practitioner resources (following publication of effective practice report). These will be produced in conjunction with practitioners and tailored for their needs. They will be available online and easy to access.	Charlotte Bozic	Q2/3	Outcomes 1 & 2
	Maintain and improve dissemination of CYCJ material. Outputs: website, raising youth justice blog, Twitter, podcast series, CYCJ bulletin, press engagement, events, monthly e-bulletin.	Charlotte Bozic	Q1-Q4	Outcomes 1 & 2

	Turn some of the outputs from events/training into online resources. These will be in the form of podcasts, videos and webinars, and will be easily accessible via the CYCJ website. They will also be shared and made available for wider use by stakeholder organisations.	Charlotte Bozic	Q2	Outcomes 1 & 2
<b>Research</b>	Substance misuse and offending research (including role of peers, interventions etc).	Nina Vaswani	Q4	Outcomes: 1 & 2
	Complexity and young people: generate information to inform understanding of complex needs (including the evaluation of IVY, and analysis of what this tells us about complexity).	Kristina Moodie	Q4	Outcomes: 1 & 2
	Evaluating the Systemic Practice and Family Interventions Course (SPFI) – evaluation of the experience of the Foundation and Intermediate Courses including a look at the impact on practice.	Nina Vaswani	Q2	Outcomes: 1 & 2
	Loss and bereavement: Research into impact of loss on young people and relationship to offending behaviour. Using a broad definition of loss (i.e. loss of freedoms and loss of attachments due to being in custody; in care; family breakdown).	Nina Vaswani	A catalogue of losses – Q1; Seasons for Growth – Q4; Loss in Care - Q3	Outcomes:1 & 2
	Stakeholder survey.	Nina Vaswani	Feed in to workplan - Q3; Report – Q4	Outcome 2
	Co-offending and co-desistance in groups of young people in Glasgow – scoping phase of this project to be undertaken as part of SG funded work, with intention to apply for research funding for a longer term research project.	Beth Weaver SCCJR	Q1	Outcome 1
	Secure care and long term outcomes research: Small scale study and partnership to be established as part of SG funded work with a plan to apply for funding for a long-term and significant research project. To be based on the issues identified via the secure care scoping study undertaken in 2014/15.	Kristina Moodie CELCIS (TBC)	Q2	Outcomes 1 & 2
	Looked after children and youth justice research. Exploring the criminalisation of looked after and accommodated children/young people whilst in the care system and perceptions and practices among residential staff (including small scale study to provide an additional focus on girls).	Debbie Nolan (Julie Shaw) CELCIS (tbc)	Q4	Outcomes 1, 2 & 3
	Produce youth justice local data visualisations (building on research project about local offending patterns and trends).	Nina Vaswani	Q3-Q4	Outcome 2
	Piloting the Strength and Resilience Monitor (piloting of gender specific assessment and change monitoring tool across Scotland).	Nina Vaswani	Report and SRM revisions in Q4	Outcome 2

## Theme Two: Advancing the Whole Systems Approach

Activity type	Projects and Outputs	CYCJ lead & partners	Timescales & frequency	Outcomes
Practice Development	Maintain an up to date profile of young people in secure care and custody and regularly publish this via CYCJ e-bulletin.	Debbie Nolan	Q1-Q4 At least quarterly	Outcomes 2
	Joint training for SPS, third sector and Youth/Criminal Justice Social Work staff to improve partnership working and understanding of the respective roles and responsibilities in working with young people in custody and on return to the community. Efforts will be made to provide this training across YOIs Polmont, Cornton Vale, and Grampian.	Debbie Nolan	Q1-Q2	Outcomes 1, 2, 3 & 4
	Scoping future involvement in the development of the Care Leavers Covenant and as necessary supporting and contributing to the youth/criminal justice section of this.	Debbie Nolan	Q1-Q3	Outcomes 3
	Support practice in relation to implementation of MRC's based on issues identified through research relating to MRC implementation and effectiveness.	Stewart Simpson	Q4	Outcomes 2, 3 & 4
	Support practitioners and agencies to develop and modify EEI processes and practice which recognises and respects the roles and responsibilities of the named person service and the other provisions within the Children and Young People (Scotland) Act 2014.	Jill McAfee	Q1-Q4	Outcomes 3 & 4
	Run multiagency training and consultation on Minimum Standards for EEI Practice (core elements paper).	Jill McAfee	Q1-Q4	Outcomes 2 & 4
	Map the diversion from prosecution models and diversion support programmes used across Scotland.	Jill McAfee	Q1-Q3	Outcome 1
	Scope the need for further practice guidance regarding which offences are suitable for diversion (under 21s) and support agencies to maximise opportunities to divert young people away from the criminal justice system.	Jill McAfee	Q2-Q4	Outcome 1 & 2
	Support, facilitate and participate in a multiagency short life working group focusing on 16 and 17 year olds who are charged with possession of class B and C drugs (with a street value less than £30). Develop guidance on how these cases could be referred through EEI processes and the necessary interventions required to support young people with substance misuse difficulties at this level.	Jill McAfee	Q1-Q4	Outcome 3 & 4
	Identify links between young people failing to desist from low to moderate	Jill McAfee	Q2-Q4	Outcome 1 & 2

	offending (referred through EEI) and serious and organised crime gangs. Compare two to three local authority areas.			
	Produce a paper mapping the links and progress around integration EEI and GIRFEC.	Jill McAfee	Publish Q4	Outcome 4
	National Training event on CARM/MAPPA/MRCs.	Stewart Simpson	Q1 April/May 2015	Outcome 4
	Roll out of MRC guidance for frontline practitioners and monitor use and effectiveness of MRCs.	Stewart Simpson	Q4	Outcome 2 & 4
	MAPPA extension and implications for youth justice practice.	Stewart Simpson	Q3	Outcomes 3 & 4
	Development of a harmful sexual behaviour practice group could support maintenance of RJ in HSB cases contingent on NOTA obtain funding for this training.	Stewart Simpson	Q3 Dec 2015	Outcomes 3 & 4
	Evaluate current guidance on harmful sexual behaviour and learning disability and consider merits of developing a specific suite of guidance for Scotland.	Stewart Simpson	Q2 Sept 2015	Outcome 1 & 2
	Develop a suite of guidance for practitioners and chairs relating to CARM document.	Stewart Simpson	Q3 Dec 2015	Outcome 2 & 4
	Developing and reporting on the national picture of youth justice reintegrations and transitions practice	Debbie Nolan	Q1 June 2015	Outcome 2
	Creating a young people's throughcare map mapping the journey of young people from the point of being charged and subsequently sentenced (particularly focusing on secure care and custody) to post-release support.	Debbie Nolan	Q1-Q3 Launch January 2016	Outcome 2, 3 & 4
	Update reintegration and transitions practice guidance materials	Debbie Nolan	Q3	Outcome 1, 2 & 4
	Share good practice examples of single plans and 72 hour reviews for young people appearing at court and/or in custody.	Debbie Nolan	Q1 June 2015	Outcome 3 & 4
<b>Research</b>	Map use and effectiveness of MRCs.	Stewart Simpson	Q4	Outcome 1 & 2
	EEI – small scale study capturing perceptions about what is working well / examples of good practice.	Kristina Moodie	Q4	Outcome 1 & 2
<b>Knowledge Exchange</b>	International case study on alternatives to secure and custody.	Claire Lightowler	Q1	Outcome: 2
	International case study on approaches to diversion in other countries.	Claire Lightowler	Q2	Outcome 2

### Theme 3: Participation, Co-production and Engagement

Activity type	Projects and Outputs	CYCJ lead & partners	Timescales & frequency	Outcomes
<b>Practice Development</b>	Scoping exercise to be carried out with residential units/secure care providers to ascertain what type of participation strategy is being used that demonstrates young people's direct involvement in key decision making processes about their care.	Carole Dearie	Q1-Q4	Outcome 2 & 4
	Continue input to RJ forum, support the work of knowledge exchange sub-group and input into work around victims and witnesses.	Stewart Simpson	Q1-Q4	Outcomes 3
<b>Research</b>	Engagement about youth justice with schools, community councils, youth groups and community planning partnerships.	Nina Vaswani	Q2	Outcome 1 & 2
	Youth justice in Scotland data: the local picture.	Nina Vaswani	Paper on community needs Q1; Data by Q3	Outcome 1 & 2
<b>Knowledge Exchange</b>	Young people's participation in improving youth justice: Support the young people's inquiry groups we worked with in 2014/15 to take forward some of their ideas about improvements to youth justice (where they want to continue involvement).	Claire Lightowler	Q1-Q4	Outcome 3
	To explore the viability of recruiting a young person's participation officer (perhaps in partnership with others) to contribute to roadshows, events and help facilitate the inclusion of other young people's voices/experiences. This is likely to require external funding.	Claire Lightowler	Q1	Outcome 3



## Projects funded from other sources

Although there is no accountability requirement to provide an update on these projects we will provide regular updates to the Scottish Government Youth Justice team for information.

### Research:

- 1) Co-production and women's community justice in Glasgow (funded by Glasgow City Council). Claire Lightowler and Beth Weaver
- 2) Exploring the nature and experience of loss among young people with offending behaviours who are in care (funded by the Carnegie Trust). Nina Vaswani and Elaine Vallance
- 3) Barnardo's Missing project evaluation (funded by Barnardos). Julie Shaw, Nina Vaswani, Kristina Moodie. *(funding to be confirmed)*