Workplan 2018-2019

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:

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

Research: Undertaking, supporting and coordinating research

Knowledge exchange: Sharing and disseminating knowledge

CYCJ is primarily funded through a grant from the Scottish Government and this workplan details the work we will deliver funded by this grant. We will also sometimes charge for some of the training listed here, to encourage attendance and cover costs.

Themes

Our work centres on supporting the three themes identified in the youth justice strategy, *Preventing Offending: Getting it Right for Children and Young People*, these are: Advancing Whole System Approach, Improving Life Chances, and Developing Capacity and Improvement. Within these broad themes, in 2018/19 our work will specifically focus on six cross-cutting issues:

- Prevention and early action
- Mental heath and trauma
- High risk and complex needs
- Partnership working: The role of youth justice and connections to other professionals
- Young People's engagement and perspectives
- Improving and implementing change

These issues have been informed by the Delphi exercise undertaken in 2016 to explore practice needs and knowledge gaps. This involved detailed interviews with a range of practice and policy stakeholders involved in youth justice about where there are areas requiring improvement and what CYCJ's role should be in relation to these. Participants included members of the three implementation groups, Youth Justice Improvement Board, Scottish Government, National Youth Justice Advisory Group and CYCJ's Executive Governance Group. We have complemented this with analysing findings from work with children and young people about their priorities, conducted by ourselves and others.

Key deliverables this year include:

- Produce **case studies and analysis of local authority approaches** to children in conflict with the law
- Launch the **on-line improvement planning tool** *Preventing offending: Improving outcomes for children and young people*
- National roll out of improvement approach to **residential childcare and criminalisation**
- Act as secretariat to the **Expert Group on Preventing Sexual Offending involving Children & Young People**
- Develop an **action plan to reduce the number of children in court and support their understanding of the court systems and processes**
- Produce evidence that seeks to reduce time-scales and innapropriate use of **Bail** for young people
- Support the understanding and practical implications for changes in legislation in relation to **Disclosure**
- Publish research reports and support the implementation of research findings on **violence**, **responses to high risk of harm**, **bullying**, **substance misuse**, **trauma and adverse childhood experiences**
- Re-brand and relaunch our **practitioner advice service**, supporting individual practitioners, managers, teams, services and systems

Workplan 2018/19

The table below specifies the projects and activities we will undertake in 2018/19 funded by the Scottish Government 'CYCJ grant'. We provide a separate workplan for the IVY service and agree deliverables for the secure care national project, which is primarily delivered through the grant funded secure care national advisor role. We report on activities, progress and performance on a quarterly basis to the Scottish Government and CYCJ's Executive Governance Group. Most of our activities make some contribution to all four of our outcomes specified above, but here the key outcomes for each activitiy are noted. Each year we leave some capacity to respond to emerging priorities from the three youth justice implementation groups.

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.

Activity Type	Outcome	Projects & Outputs	CYCJ Lead & Partners	Revised & original timescales	Status
Advancing Whole System Approach					
	2	**Responses to High Risk of Harm:** Publish reports on approaches to high risk of harm across Scotland and the profile of young people resident within the secure estate. Support the Secure Care Strategic Board to decide on next steps.	**Ross Gibson** Secure care board	Q1, 2	
	2	**Diversion:** Develop a guide of the key components required to deliver effective diversion from prosecution schemes.	**Ross Gibson**	Q1-4	
	4	**Age of Criminal Responsibility:** Support the workforce development next steps highlighted in the ACR research, and any work associated with raising awareness of the change.	**Fiona Dyer**	Q2-4	
	4	**Risk Formulation Forum:** Chair bi-monthly risk formulation forum for practitioners to support practice in relation to risk assessment, management and formulation.	**Carole Murphy**	Q1-Q4	
	1, 2, 3, 4	**Violence:** undertake research about risk practice across Scotland	**Carole Murphy**	Q1-Q4	

	1,2,4	Produce a comprehensive but tiered knowledge and skills development package for practitioners and managers in conjunction with SSSC Open Badges in relation to **high risk** (to be launched in 2019/20)	**Carole Murphy** Donna McEwan	Q1-Q4	
		START:AV: Develop a research plan to collect the data required to complete a validation study and commence data collection.	**Carole Murphy**	Q1-Q4	
	1, 2, 3	**Bail:** Produce evidence that seeks to reduce timescales for yp on bail (particularly in complex cases); reduce inappropriate use of bail conditions and promote an informed and considered application of bail and associated conditions to reduce unnecessary use of remand; reduce use of bail for completion of CJSWRs when custody is an unlikely disposal and measure whether the provision of court support impacts on the use of bail.	**Donna McEwan** Bail working group	Q1-Q2	
		Restorative Justice: Attend both the restorative justice forum and restorative justice practitioners forum and formulate a plan based on evidence, SG guidance and current practice RE; how RJ can be better used.	**Donna McEwan**	Q1-Q4	
	3,4	Provide a secretariat role to the **Expert group on preventing sexual offending involving children and young people** and undertake work generated from this role	**Fiona Dyer**	Q1-Q4	
		Develop a resource to raise awareness of **children's experiences in court**, and develop an action plan to reduce the number of children in court and improve experiences.	**Fiona Dyer**	Q1-4	
	2	**16 and 17 year olds:** Consider the need to undertake research relating to the outcomes for all 16 and 17 year old children who have had	**Ross Gibson** Scra	Q3-4	

		compulsory supervision orders terminated prior to their 16th birthday.			
	2,3,4	**EEI:** support practitioners through the EEI forum, to ensure best practice with specific reference to information sharing and the inclusion of 16 and 17 year olds.	**Donna McEwan**	Q1-4	
Improving Life Chances					
	2, 3, 4	Supporting the implementation, monitoring and evaluation of the **Scottish Care Leavers Covenant,** particularly in respect of the youth/criminal justice areas of the Agenda for Change.	**Debbie Nolan.** CELCIS	Q1-Q4	
	1, 2	**Bullying, offending and violence:** Explore experiences of bullying and links to offending and violence, publishing a briefing paper.	**Nina Vaswani**	Q4	
	1,2,4	**Loss, bereavement, adversity and trauma** Review evidence from evaluation of existing services in Polmont and schools and assess priorities to support early intervention and support further development of the evidence-base in relation to TBL and adversity in childhood (may include further papers).	**Nina Vaswani**	Q4	
	1,2	**Experiences of IVY and risk management** Consultation with young people, and families about their experiences, perceptions and understanding of the IVY service and risk management. Separate consultation with professionals to be undertaken for evidence and comparison.	**Nina Vaswani**	Q3	
	2, 3, 4	**SPS partners meeting:** Facilitate and chair the meeting to support local authorities in highlighting and addressing issues faced by young people in custody to improve practice at key points of transitions and reintegration.	**Fiona Dyer** Debbie Nolan SPS Local Authorities	Q1-Q4	

	1, 2	Maintain an up to date profile of **young people in custody.** Publishing of monthly average numbers in the CYCJ e-bulletin and trends followed up regularly on a multi-agency basis.	**Debbie Nolan**	Q1-Q4 At least quarterly	
	2, 3	**Disclosure:** Support understanding of the current requirements of the disclosure system; advocate for changes in the current system; and support the practical implementation of any legislative changes.	**Debbie Nolan** Disclosure Scotland	Q4	
	2, 4	Develop our understanding of **substance use and misuse** and offending, considering lived experience and what is known from existing evidence and surveys of young people / people involved in offending.	**Nina Vaswani**	Q4	
	3, 4	Provide a secretariat role to the **Speech, Language and Communication Needs subgroup** and undertake work generated from this role	**Debbie Nolan** RCSLT	Q4	
Developing Capacity and Improvement (projects)					
	4	**Lectures:** Undertake lectures across Scottish Universities to support the future social work workforce.	**Ross Gibson**	Q1-4	
	2	**Inclusion as prevention:** Publish a thinkpiece updating the youth justice in Scotland 2014 paper and reframing the youth justice issue and workforce.	**Nina Vaswani** Claire Lightowler Fiona Dyer	Q2	
	3, 4	Work with NES to implement a tiered trauma informed training package for the youth justice workforce	**Carole Murphy** NES	Q3-Q4	
	3, 4	**Education:** Contact those delivering Scottish teacher training to offer a youth justice specific	**Ross Gibson**	Q1-4	

		input, potentially also offering this to networks and events for qualified teachers.		
		Explore the need and practicalities for developing formal qualification (diploma, degree, masters) **in Youth and Community Justice in partnership with SSSC.**	**Fiona Dyer**	Q1-4
	3, 4	Support the launch of the 'Improving Practice for Girls' programme with SQA.	**Fiona Dyer**	Q2
		Practice case studies: Develop 10 short case studies about key youth justice structures (and details of work undertaken across Scotland.	**Fiona Dyer** (each member of the practice team to do 2 for their LAs)	Q1-4
		Children and justice in planning: Analyse approaches to children in conflict with the law across children's services plans and community justice plans, producing a paper about the plans, and combining with the local authority case studies (above).	**Claire Lightowler**	Q1-3
	1, 2, 3, 4	**Work force development:** From the tiered multiagency workforce development approach identify where the gaps in knowledge and skills development opportunities are and prioritise those to commence work on.	**Carole Murphy**	Q3-Q4
	2, 3	**Improvement planning:** Pilot the improving outcomes tool, make any amendments for an official launch.	**Carole Murphy**	Q1-Q2
	2, 3, 4	**National roll out of Residential Childcare and Criminalisation:** finish and document improvement methodology work with individual children's houses, and roll out an improvement approach for national organisations (working with organisations including Police Scotland and the Care Inspectorate).	**Debbie Nolan** STAF	Q1-Q4
Developing Capacity and Improvement (ongoing activities)				
	3	Strengthen **CYCJ's engagement** with community justice and wider justice stakeholders; the judiciary; education and health.	**Claire Lightowler** Fiona Dyer	Q1-4
	1, 2	Maintain and improve **dissemination** of CYCJ material. Outputs: CYCJ website, Raising Youth Justice blog, Twitter, podcast series, CYCJ	**Fiona Dyer**	Q1-Q4

		monthly e-bulletin, press engagement, and events.			
	2	**Associates:** Maintain an active CYCJ Associates Scheme to ensure active engagement in youth justice issues across the sector.	**Fiona Dyer**	Q1-Q4	
	3, 4	Complete as necessary ongoing updates to **Youth and Criminal Justice in Scotland: the young person's journey.**	**Debbie Nolan** IRISS	Q4	
	4	**Support Young people's participation across the youth justice landscape:** work with partner agencies to identify opportunities to promote the views and opinions of young people with experience of youth justice services. Support Year of Young People activities.	**Ross Gibson**	Q1-4	
	3	Contribute to and support the work of the **Youth Justice Improvement Board and its 3 implementation groups,** the **Children's Hearing Improvement Partnership**, **Justice Leaders Network**, **, DIVERT, Child Protection Improvement Programme,** with one dedicated member of staff as the contact point and project manager for each group.	**Claire Lightowler**	Q1-Q4	
		Youth justice practice guide: Update and add in new sections as required.	**Fiona Dyer**	Q1	
	4	Develop an alternative training model to the **training the trainers** approach, which is having limited success/reach.	**Carole Murphy**		
	2,4	**Practitioner support service:** Provide a practitioner support and information service, and more detailed bespoke work with localities and organisaitons	**Fiona Dyer**	Q1-Q4	
	1, 2, 3, 4	**Roadshows:** Liase with local authorities to plan, collate and present materials, and deliver local roadshows (at least six) in specific geographical areas tailored to local priorities/need. To include core skills training.	**Donna McEwan**	At least six per year based on local needs	

	1, 2, 4	**Information sheets:** two page summaries of key youth justice issues. This year we will include sheets covering key information/agencies on areas of effective throughcare (eg housing, benefits etc).	**Fiona Dyer**	11 per year. One per month, except December.	
	1, 2, 3, 4	Run specific **training and refresher sessions** on the following topics: • CARM • Safer Lives • SAVRY (with IVY) • START:AV (with IVY) **Pilot:** skills development course linked to risk practice and reducing violence	**Carole Murphy**	Q1-Q4 No. sessions to be based on assessment need and demand	
	1, 2 & 4	Deliver a **National 2 day Youth Justice conference and two 1 day events**.	**Fiona Dyer** Elaine Vallance	Q1	
	3	**NYJAG:** Provide support and help to promote the work of NYJAG.	**Fiona Dyer**	Q1-Q4	
	2,4	**Youth Justice Data** Consider the need for updated and visualised Youth Justice data on an annual basis	**Nina Vaswani**	Q4	
	2,3,4	**Stakeholder Survey** Consult with key stakeholders to inform workplanning and priorities, and evaluation of approach	**Nina Vaswani**	Q3	
	1,2	**Identifying key messages** Draw together and synthesise overarching key messages paper, and two sub-papers on high risk and prevention	**Nina Vaswani**	Q3	
	2,3,4	**Systems Leadership** Organise an event about Systems Leadership in Youth Justice, drawing on the key messages papers, in order to help develop thinking, leadership and capacity to change.	**Claire Lightowler**	Q4	
	1,2,3	**Prison Placements**	**Debbie Nolan** Nina Vaswani	Q1-Q3	

		Host two placements for people beginning the transition from prison to community, with a focus on research and knowledge exchange	SPS		