



Developing capacity and
improvement in a youth justice
setting



Where did this work come from?

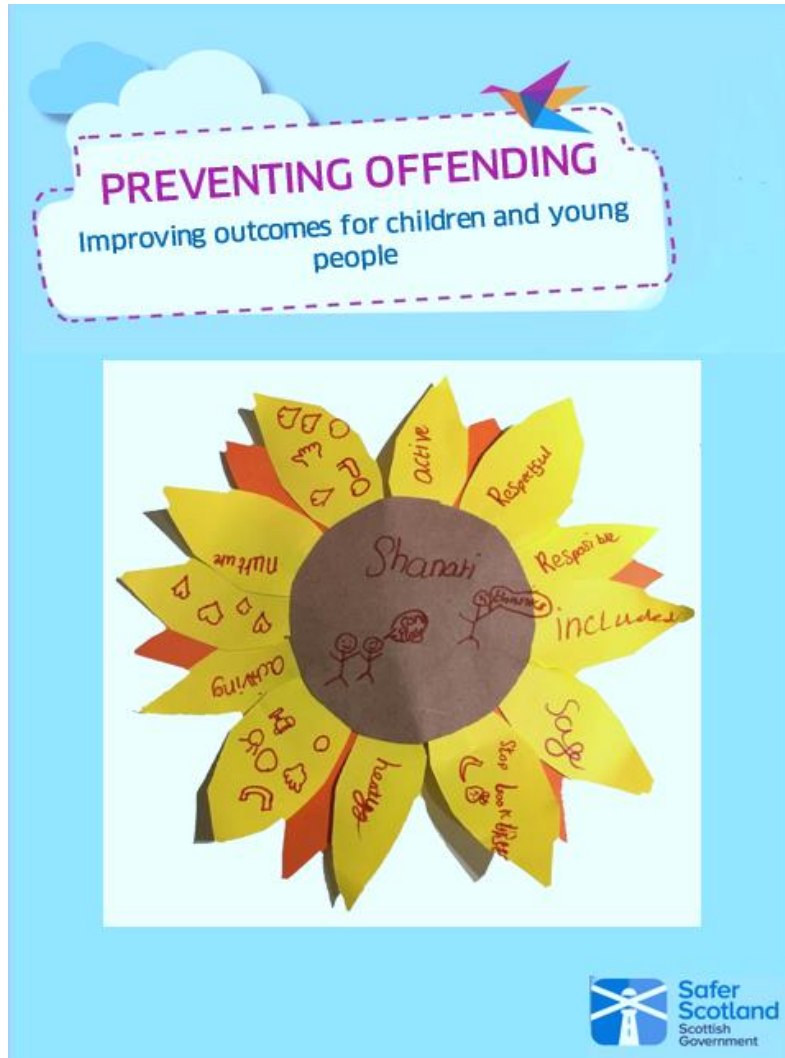


- Youth Justice Strategy 2015
 - Youth Justice Improvement Board
- Advancing Whole System Approach
- Improving Life Chances
- Developing Capacity and Improvement

Strategic Focus

- Supporting workforce development and encouraging a culture of continuous learning and improvement
- Improving systems and making best use of performance information nationally and locally

Improving performance information



- Wellbeing outcomes
- Online wellbeing tool
- System performance
- Improvement planning

Wellbeing outcomes

SAFE	ACTIVITIES THAT CAN CONTRIBUTE TO THIS OUTCOME
Protected from abuse, neglect or harm at home, at school and in the community	<ul style="list-style-type: none"> • Ensuring Concern Reports comprehensively outline the known needs of C&YP and are used in decision-making. • Ensuring use of the National Guidance for Child Protection in Scotland is always considered and referring to Social Work and Scottish Children's Reporters Association where required to promote protection from risk and harm.
WHY THIS OUTCOME IS IMPORTANT	
<p>There is a clear link between vulnerability, victimisation, trauma and offending in those C&YP involved in a pattern of offending, or who are involved in more serious offences (McAra & McVie, 2010, 2016; Victim Support Scotland, 2007). Protection from trauma due to abuse, neglect, victimisation, and the impact this can have on brain development, allows children and young people to develop positive nurturing relationships (Couper & Mackie, 2016; Gerdhart, 2014; Nelson, 2000), a significant factor in desistance from offending. Effectively assessing, managing and reducing the risk of harm that C&YP might pose to others, or the risk of harm that is posed to them, can reduce victimisation and increase public safety.</p>	<ul style="list-style-type: none"> • Improving the rights, support, protection and participation of those C&YP who are victims and witnesses as per the Standards of Service for Victims and Witnesses and Working Together for Victims and Witnesses. • Promoting positive nurturing relationships, offering support and evidence-based parenting programmes to improve wellbeing, particularly to those with greatest need and multiple risk factors. • Educating parents/carers about child to parent violence, supporting them to develop effective de-escalation strategies and improve relationships. • Providing trauma informed and trauma skilled health, education and social care services. • Recognising and responding early to risk factors for adverse childhood experiences such as parental domestic violence, substance misuse, mental ill health, teenage pregnancy, poverty, and parental offending. • Identifying C&YP at risk of exclusion or disengaging from education early and supporting them and their families to promote inclusion and engagement. • Following policies on tackling bullying and victimization in school, in particular supporting children during transitions from one form of education to another. • Educating C&YP and engaging them in discussion about how to keep themselves and others safe online and in school. • Protecting C&YP from child sexual exploitation and serious organised crime. • Supporting partners to embed prevention work in community planning and to integrate and sustain the Whole System Approach (WSA). • Providing child-centred, early and effective interventions (EEI) including use of police warnings and restorative justice. • Referring C&YP to the Children's Hearing System wherever appropriate, rather than prosecuting in adult courts to reduce the risks of re-traumatisation and increase the likelihood of meeting developmental needs. • Undertaking victim safety planning if the C/YP is at risk of being victimised or others are at risk of being victimised. • Undertaking robust multiagency risk management and reduction planning for the C&YP posing the greatest risk to themselves and others following FRAME & CARM guidance whilst ensuring ethical decision making. • Developing community confidence through engagement and building support for some of our most vulnerable children and the use of restorative approaches.

Online wellbeing tool

www.wellbeingoutcomes.scot



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Wellbeing: Improving Outcomes

Our wellbeing is influenced by everything around us and the different experiences and needs we have at different times in our lives.

In Scotland, wellbeing is defined by eight indicators. This is so everyone has the same understanding of what wellbeing means. The indicators are: Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included (SHANARRI). For further information, please see the [Scottish Government information on GIRFEC for children, young people and families](#) or the [GIRFEC wellbeing page on the Young Scots website](#), which was developed by young people for young people. More recently, the importance that hope for the future has in improving wellbeing and outcomes has been highlighted.

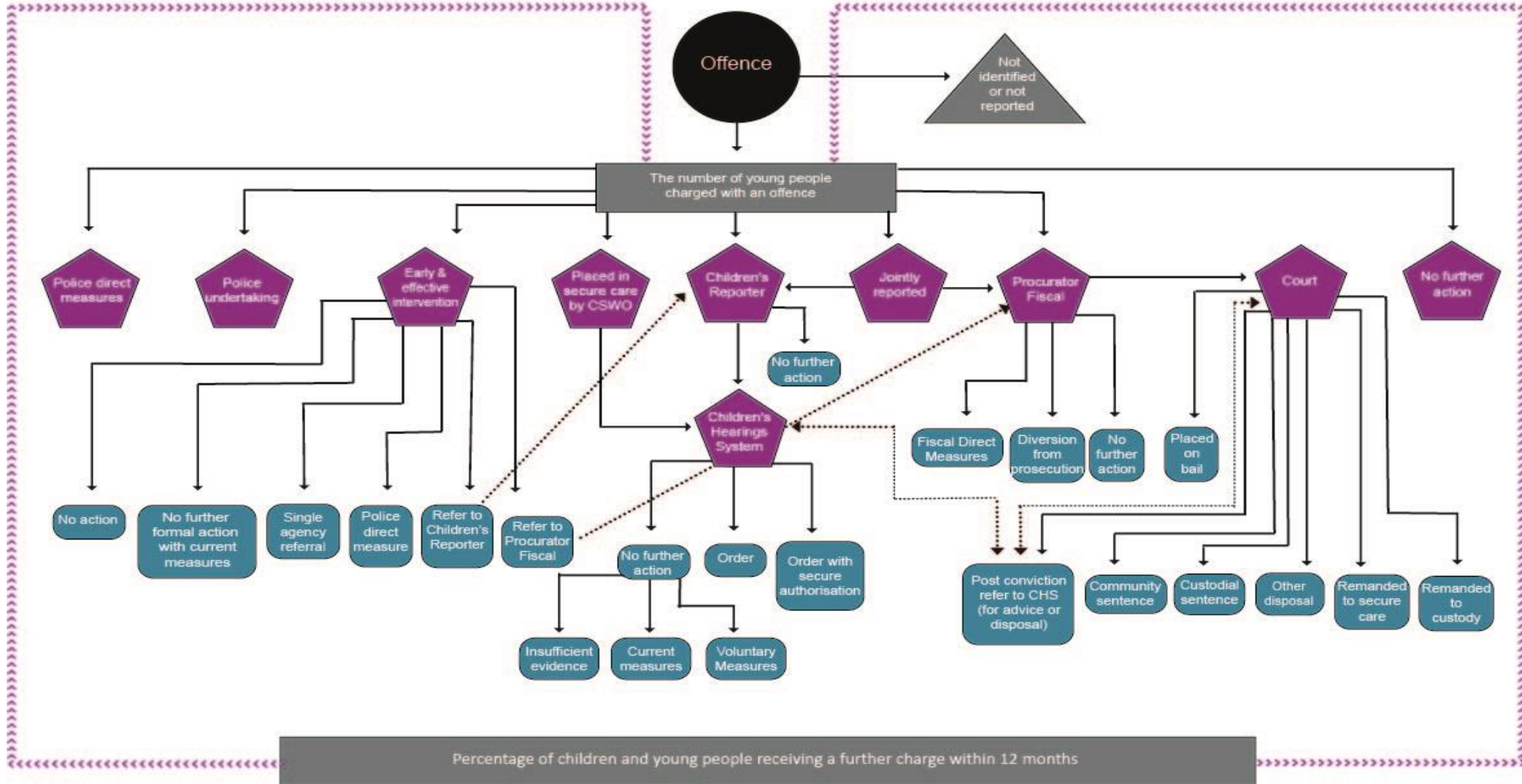
This on-line tool can help you share your view of how (you are / the child you care for is / the child you work with is) in each of the eight wellbeing areas, so we can work out what is going well and any areas that you think could be improved through support. It also has space to think about (your / the child you care for / the child you work with) hopes for the future. There are no right or wrong answers; it is about what **you** think.



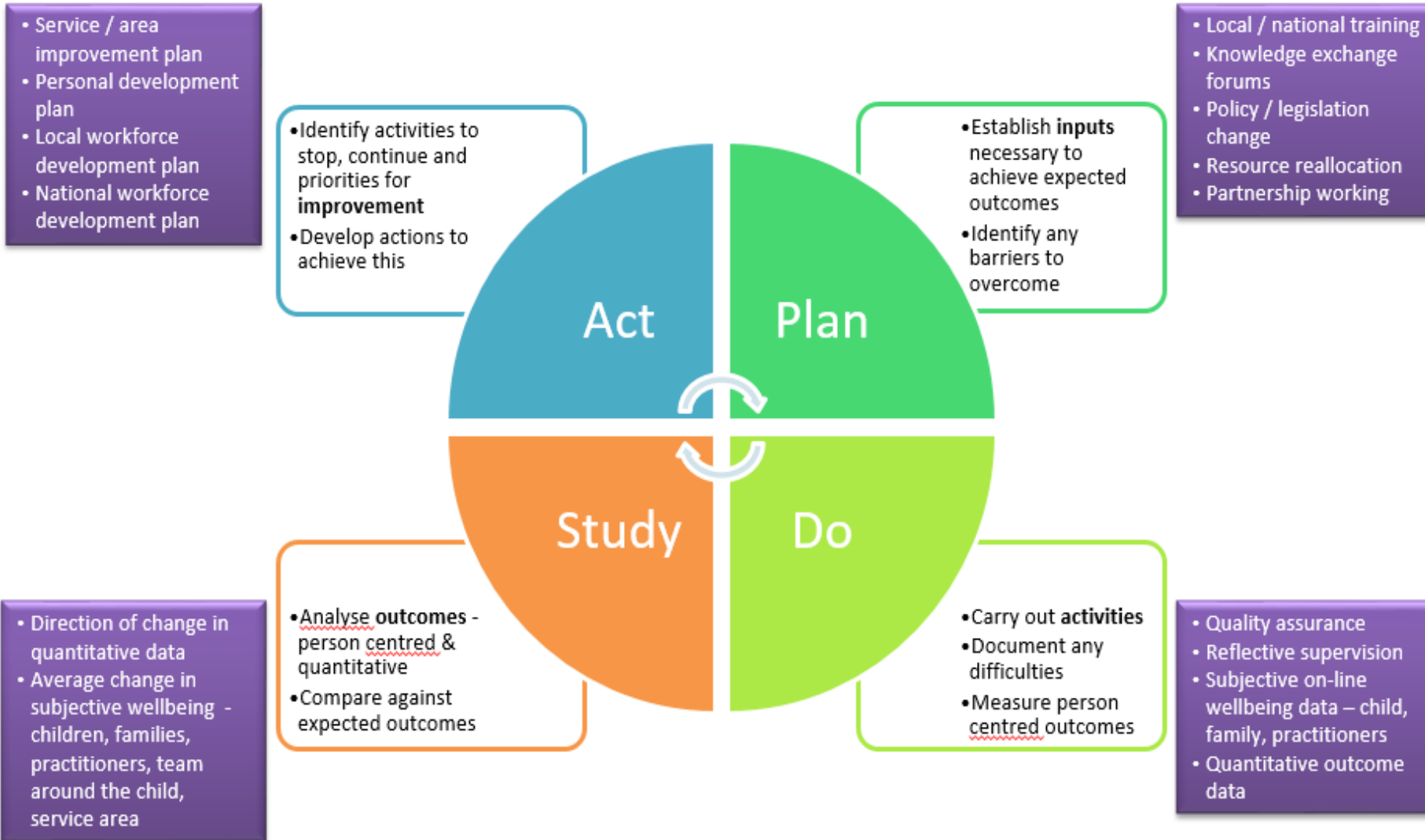
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System performance

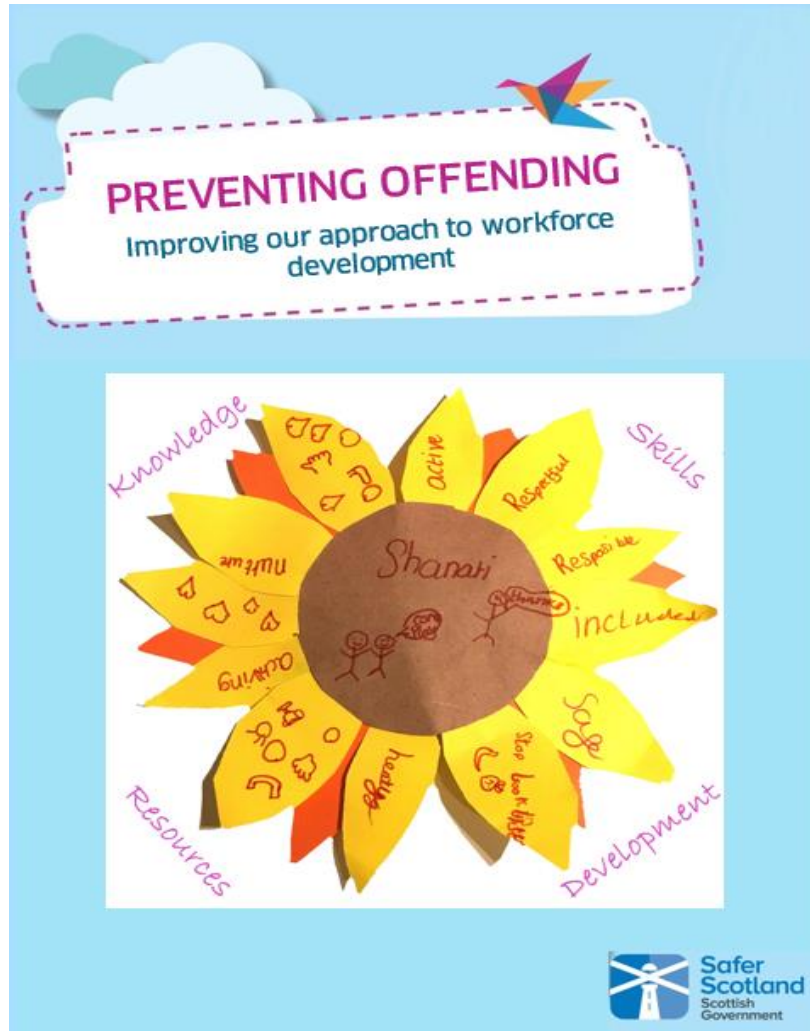
Percentage of children and young people going through the Youth Justice process



Improvement planning



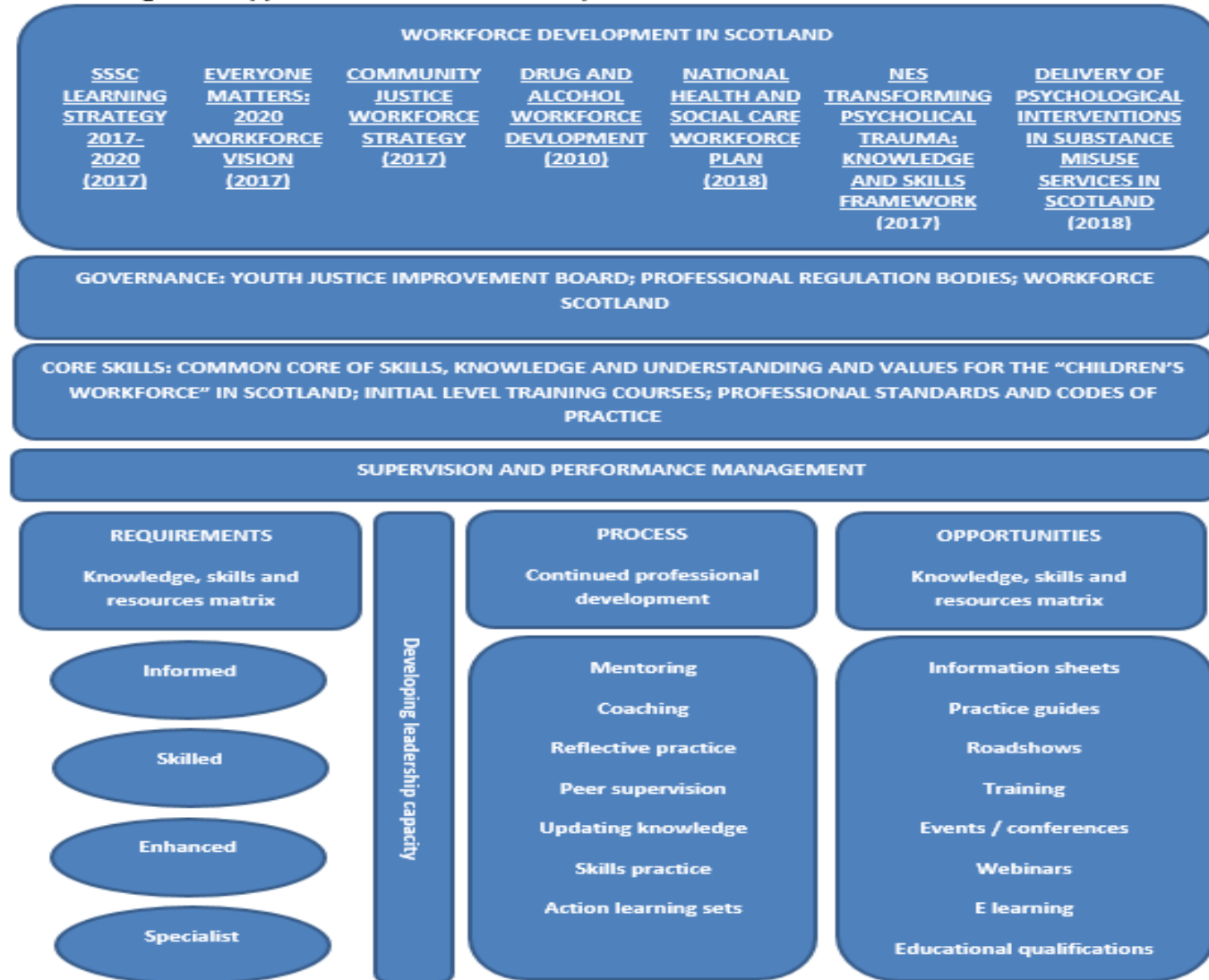
Enhancing workforce development



- Approach
- Knowledge and skills matrix
- Development opportunities
- Action plan to fill CPD gaps

Approach

Figure 1: Approach to workforce development



Knowledge and skills matrix

<u>SAFE: Support communities to effectively manage and address conflict, within and between communities or community groups</u>	<u>SAFE: Promote the safeguarding of children and young people</u>	<u>SAFE: Contribute to the assessment and planning process with children and young people</u>	<u>SAFE: Contribute to the support of children and young people who have experienced harm or abuse</u>	<u>HEALTHY: Work with children and young people to promote their own physical and mental health</u>	<u>HEALTHY: Support children who have experienced trauma</u>	<u>ACHIEVING: Support children and young people to achieve their educational potential</u>
<u>ACHIEVING: Support individuals to access learning, training and development opportunities</u>	<u>NURTURED: Support children and young people to maintain supportive relationships</u>	<u>NURTURED: Support the families of children and young people in their own homes</u>	<u>NURTURED: Empower families through the development of parenting skills</u>	<u>ACTIVE: Promote children's wellbeing and resilience</u>	<u>ACTIVE: Support children and young people to develop a positive identity and emotional wellbeing</u>	<u>RESPECTED: Advocate with and on behalf of children and young people</u>
<u>RESPECTED: Work with children and young people with additional requirements to address their developmental needs</u>	<u>RESPONSIBLE: Promote the development of positive behaviour in children and young people</u>	<u>RESPONSIBLE: Support children and young people to manage aspects of their lives</u>	<u>INCLUDED: Support children and families within the community</u>	<u>INCLUDED: Support communities who want to bring about positive social change</u>	<u>INCLUDED: Support children and young people through major transitions</u>	<u>INCLUDED: Deliver services to families, children and young people from diverse cultural and language communities</u>

Development opportunities

SAFE				
	INFORMED	SKILLED	ENHANCED	SPECIALIST
KNOWLEDGE	All workers are aware of the Framework for Risk Assessment Management and Evaluation & Care And Risk Management and where their role fits into the processes and practice.	All workers have knowledge and understanding of the Framework for Risk Assessment Management and Evaluation, Care And Risk Management and the Structured Professional Judgment approach to risk practice.	All workers have a detailed knowledge and understanding of the Framework for Risk Assessment Management and Evaluation, Care And Risk Management, the Structured Professional Judgment approach to risk practice and the research underpinning this approach.	All workers have extensive knowledge of the Framework for Risk Assessment Management and Evaluation, Care And Risk Management, the Structured Professional Judgment approach to risk practice and a critical understanding of the research underpinning this approach.
KNOWLEDGE DEVELOPMENT OPPORTUNITIES	Care and Risk Management Guidance (CYCJ Information Sheet) Supporting and managing children who pose a high risk (CYCJ Information Sheet) Managing Risk in Schools and other settings (CYCJ Information Sheet)	A guide to youth justice in Scotland: Managing risk of serious harm (CYCJ) Framework for risk assessment, management and evaluation (Scottish Government)	How to implement effective risk practice (CYCJ Information Sheet) Risk Assessment Tools Evaluation Directory (Risk Management Authority) Balancing Rights and Risk: How do we get it right for children involved in violent behaviour? (CYCJ Report)	

Action plan to fill CPD gaps

- What are your priorities?
- What are your preferred formats?
- What support is required to embed knowledge and skills following development opportunities?