



Ministry
of Justice

Action Plan Submitted: 23 February 2023

A Response to: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

Report Published: 21 October 2021

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

INTRODUCTION / CONTEXT

HM Inspectorate of Probation for England and Wales (HMIP) is an independent inspectorate which provides scrutiny of the conditions for, and treatment of offenders. They report their findings for the effectiveness of the work of probation, and youth offending services across England and Wales to Ministry of Justice (MoJ) and His Majesty's Prison and Probation Service (HMPPS).

In response to thematic reports related to the youth justice system, the MoJ will lead and coordinate development of action plans to address the priority and key concerns. Action plans provide specific steps and actions to address the priority and key concerns, that are clear, outcome focussed, measurable, achievable, and relevant with the owner and timescale of each step clearly identified. Action plans are sent to HMIP and published on the GOV.UK website. Progress against the implementation and delivery of the action plans will also be monitored and reported on.

The youth justice system is, in large part, a local one. It is dependent on the work of local, independence police forces (overseen by Police and Crime Commissioners) and local Youth Offending Teams (parts of local authorities), working with a range of other agencies like local NHS services and schools. HMIP's thematic reports related to the youth justice system, therefore, often make relatively few recommendations directly to the Ministry of Justice, or central government more generally. Nevertheless, the MoJ accepts it has a critical system leadership role to champion and drive change to make the youth justice system more effective and efficient in preventing and tackling crime committed by children and young people. It is for this reason that the MoJ has, in 2022, taken on the role of leading and coordinating production of action plans in relation to HMIP youth thematic inspections for the first time, and will continue to lead and chair cross-system groups to monitor progress in delivering the recommendations.

Youth Offending Teams (YOTs; also known as Youth Justice Services) are multi-agency partnerships which bring together partners to deliver local youth justice services. The local, multi-agency and multi-disciplinary nature of YOTs mean that a collaborative approach must be taken amongst partners to drive improvement.

Where MoJ and the Youth Justice Board (YJB) have been listed as the organisation with oversight and the recommendation is directed at individual YOTs or their /Management Boards, this indicates acceptance/partial acceptance of the aim of the recommendation by MoJ & YJB. Where possible and appropriate, MoJ and YJB will take action to support local partnerships in improvement. However, this cannot be taken as acceptance of responsibility for delivery as local services will continue to hold responsibility for implementation of the relevant recommendations

Rec No	Recommendation	Response Action Taken/Planned	Responsible Owner / Organisation with oversight	Target Date
1	<p>The Youth Justice Board should: publish data to show how well individual youth offending services are addressing disproportionality; this data should refer separately to different ethnic groups</p>	<p>Partially accepted.</p> <p>On occasion, statistical disclosure limitation means it will not be appropriate to publish specific data. In such cases the YJB commits to continuing to provide tools and require their (or similar tools) use to the Youth Offending Teams and partnership boards which allow analysis of disparity and where this is occurring within the youth justice system.</p> <p>YJB attendance at Management Boards will ensure that local data is scrutinised in youth justice service management boards. Management boards should ensure they have all relevant information to assure that they are complying with the Equalities Act 2010, and that any identified inequalities are addressed through relevant monitoring and oversight.</p>	Youth Justice Board	Written response sent to Justin Russell (HMIP) November 2021.
2	<p>The Youth Justice Board should: revise the guidance on case management to consider diversity, particularly ethnicity and structural barriers at each stage of the youth justice process.</p>	<p>Accepted.</p> <p>YJB has undertaken a comprehensive review of the case management guidance. YJB will additionally continue to promote good practice around diversity through other avenues, such as the YJ resource hub; developing practice and other stakeholder fora and through routine engagement.</p>	Youth Justice Board	Case management guidance published October 2022.
3	<p>The Home Office should publish local and national data on:</p>	<p>Accepted.</p> <p>3a) The Home Office is continually looking to better understand disparities in stop and search and share this publicly in the interests of transparency. For the first time this year we have gathered stop and search data on both age and gender, and we are also able to display</p>	Home Office	Completed November 2021.

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

	<p>a) stop and search statistics, broken down by gender and age as well as ethnicity</p> <p>b) 'release under investigation' statistics, including outcomes, broken down by gender and age as well as ethnicity</p>	<p>specifically where and when crimes are taking place. Using this new data, we can create a clearer picture on how stop and search is used and how best to build on the existing trust and confidence held between the police and the community they serve. This data is available online as part of our national bulletin "Police powers and procedures: Stop and search and arrests, England and Wales, year ending 31 March 2021".</p> <p>3b) The Home Office collects data on Released Under Investigation (RUI) through the Annual Data Return. This includes breakdowns by outcomes, age, ethnicity and gender. This data is currently collected on a voluntary basis. This data was published for the first time in December 2021 through the Police powers and procedures bulletin. The most recent data on RUI can be found on Gov.uk covering the year ending 31 March 2022. Due to the provisional and incomplete nature of the dataset, these statistics are currently designated as experimental statistics to acknowledge that further development will take place in the future. The Home Office is working with forces to understand the issues they face with this data collection and will be moving this data to mandatory collection in the future.</p>	<p>3(a) Deputy Director, Head of Police Powers Unit</p> <p>3(b) Deputy Director, Head of the Police Integrity Unit</p>	
4	<p>The Department for Education should: make sure that the special educational needs of black and mixed heritage boys are assessed and responded to at the earliest opportunity and work with Ofsted to include this in their inspection framework</p>	<p>Partially accepted.</p> <p>This recommendation is partially accepted, because Ofsted's Education Inspection Framework (EIF) which was introduced in September 2019 already has a strong focus on how schools support all pupils, particularly pupils with SEND and disadvantaged pupils. Ofsted does not routinely inspect different ethnic groups or gender groups within this, recognising that pupils within the same group may have different needs, and pupils may belong to a range of groups simultaneously. Under the EIF, it is not sufficient for schools to have a curriculum that is ambitious and well designed for the majority of pupils, if it leaves some pupils behind.</p> <p>Schools are already subject to statutory duties relating to meeting the needs of all pupils with SEN. However, as identified by the SEND</p>	<p>Deputy Director, SEND and AP Performance Division</p> <p>and</p> <p>Deputy Director responsible for the Intervention, Faith and Accountability Division.</p>	

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

		<p>Review, there is too much inconsistency across the SEND system in how and where needs are assessed and met. The Department for Education agrees that special educational needs (SEN) should be assessed and responded to at the earliest opportunity, and this is a key tenet of the SEND and Alternative Provision (SEND&AP) Green Paper (published in March 2022). The Green Paper contains a series of proposals to facilitate earlier intervention and better, more consistent support for children with SEN. The SEND improvement plan, due to be published early this year, will set out detailed plans to realise the ambitions of the Green Paper.</p> <p>Furthermore, as of April 2023, YOTs will (as part of new KPIs established by the MoJ) be required to submit data on all children who are subject to an intervention, which will include data on the number of children with SEND for England/ALN for Wales. This data should highlight where children are not receiving ETE support to help YOTs escalate these concerns with local ETE providers. The YJB will, as part of its growing oversight role, play a more significant role in monitoring progress and supporting YOTs to deliver these objectives.</p>	<p>[KPIs - MoJ/YJB - organisation with oversight]</p>	<p>KPIs set and communicated to YOTs and their strategic partners in October 2022, and YOTs will be required to collect data for the new KPIs from April 2023.</p>
<p>5</p>	<p>The Department for Education should: improve guidance on exclusion to make sure that schools monitor disproportionality in rates of fixed and permanent exclusions and consider the impact of adverse childhood experiences, racism and personal circumstances in their response to black and mixed heritage boys. Work should begin with Ofsted to</p>	<p>Partially Accepted.</p> <p>The updated Suspension and Permanent Exclusion guidance (published in July 2022) recognises longstanding national trends showing that some groups of children are more likely to be excluded from school. The guidance states that schools, local authorities and local partners should closely monitor and investigate local trends in suspensions and permanent exclusions and use this understanding to put in place additional and targeted action where necessary. This includes any and all groups who may be overrepresented in local suspension and permanent exclusion rates, including Black and mixed heritage boys. The guidance</p>	<p>Deputy Director for Behaviour, Exclusions and School Food</p>	<p>Completed.</p> <p>Suspension and Permanent Exclusions and behaviour guidance published July 2022.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

<p>capture this in its inspection framework</p>	<p>sets out that if gaps are identified, local leaders should act to ensure those who work with children have the training, services and support they need to address them. Additionally, the guidance states that governing boards should challenge and evaluate their schools' data, including the level of pupil moves and the characteristics of pupils who have been permanently excluded to ensure the sanction is only used as a last resort, when absolutely necessary.</p> <p>The Department for Education laid the School Discipline (Pupil Exclusions and Reviews) (England) (Amendment) Regulations 2022 requiring headteachers to inform, social workers and Virtual School Heads (VSH) of their decision to suspend or permanently exclude a pupil, following a public consultation which included recommendations from the Children in Need Review and Timpson Review of School Exclusion. Both reviews found that to promote safety and stability for all children it is crucial that information is shared between social care and schools – particularly where this could affect changes in education such as a school exclusion. For Looked After Children, schools should have been notifying the VSH of decisions to exclude, but there was little that ensured social workers knew about and therefore were able to take account of such decisions in managing risk for those on a Child in Need or Child Protection Plan.</p> <p>The Department for Education laid the School Discipline (Pupil Exclusions and Reviews) (England) (Amendment) Regulations 2022 requiring headteachers to inform local authorities 'without delay' of all suspensions, regardless of length. The regulations previously only required headteachers to inform local authorities 'without delay' of any permanent exclusion or a suspension that resulted in a pupil being excluded for more than five school days in the term or missing a public examination or national curriculum test. They were required to inform local authorities termly of any other suspension along with the reason for and duration of the suspension. This exemption for shorter suspensions</p>		<p>The School Discipline (Pupil Exclusions and Reviews) (England) (Amendment) Regulations, laid July 2022, and came into force September 2022.</p>
---	--	--	--

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

		<p>meant that local authorities and safeguarding agencies were unaware if a pupil was out of school because of one or multiple short suspensions until long after they had occurred. The amendment fulfils a recommendation made by the Government’s Crime and Justice Task Force and the Department’s commitment to making it a legal obligation from September 2022 for headteachers to share data on all suspensions, regardless of duration, ‘without delay’, allowing local authorities to share this data more promptly with the relevant safeguarding agencies.</p> <p>The Government’s response to the ESC ‘Strengthening Home Education’ report confirmed the Department for Education would explore the possibility of making the annual school exclusions statistical release timelier. As part of the termly school census, the Department collects suspensions and permanent exclusions data from all state-funded schools for the previous two terms. This data is published in an annual statistical release to allow review processes to take place and final outcomes to be determined. On 24 November for the first time the Department published two terms in arrears exclusion data rather than an annual release.</p> <p><i>As part of its school inspections, Ofsted’s behaviour and attitudes judgment includes consideration of whether suspensions and permanent exclusions are used appropriately. This will include considering the rates, patterns and reasons for suspensions and whether any pupils are repeatedly suspended.</i></p>		<p>The Department published two terms in arrears exclusion data rather than an annual release - November 2022.</p>
6	<p>The Department for Education should: In line with their public service equality duty and the Lammy principle of ‘explain or</p>	<p>Partially Accepted.</p> <p>The updated Suspension and Permanent Exclusion guidance (published in July 2022) sets expectations for schools, local authorities and local</p>		<p>Completed.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

	<p>reform', the Department for Education should hold academy trust chains and local authorities to account for monitoring rates of racial disproportionality in the use of permanent exclusions and for taking action to tackle this.</p>	<p>partners to work together to understand what lies behind local trends and, therefore, be able to effectively plan and target additional action according to local needs to meet the needs of all children.</p> <p>The companion Behaviour in Schools guidance (also published in July 2022) also states that school leaders and staff should analyse data (including relating to suspensions and permanent exclusions) with an objective lens and from multiple perspectives, posing questions to drill down further to identify possible factors contributing to the behaviour, system problems or failure to provide appropriate support. It states that analysing the data by protected characteristic and using the findings to inform policy and practice may help a school ensure that it is meeting its duties under the Equality Act 2010.</p> <p>The Department's Understanding your data: a guide for school governors and academy trustees makes clear that governing boards should carefully consider the level and characteristics of pupils who are leaving the school and challenge the school and academy trust management teams on any permanent exclusion to ensure it is only used when absolutely necessary, as a last resort.</p> <p>Regional Schools Commissioners also have the power to hold academies and academy trusts to account in relation to their suspension and permanent exclusion statistics. Academies are also held to high levels of accountability by the Secretary of State for Education, through their Funding Agreement.</p>	<p>Deputy Director for Behaviour, Exclusions and School Food</p>	<p>Suspension and Permanent Exclusions and Behaviour in Schools guidance published July 2022.</p> <p>Understanding your data: a guide for school governors and academy trustees – updated September 2022.</p>
7	<p>Police area forces should: share with Youth Justice Management Boards local data on:</p>	<p>Accepted.</p> <p>7a) Forces provide data to the Home Office as part of its Annual Data Requirement (ADR), a requirement for Stop & Search data, which includes information broken down by age, gender and ethnicity. This is included in the published ADR for the year ending March 2021 (Stop and</p>	<p>7(a) NPCC Stop and Search Lead</p>	<p>7(a): 30 November 2022.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

<p>a) stop and search statistics, broken down by gender and age as well as ethnicity</p> <p>b) 'release under investigation' statistics, including outcomes, broken down by gender and age as well as ethnicity</p>	<p>search - GOV.UK). Both age and gender have been now made a mandatory requirement.</p> <p>The NPCC Lead for Stop and Search wrote to Chief Constables and Commissioners on 21 November 2022 encouraging forces to share this information on at least an annual basis.</p> <p>In addition the NPCC has, jointly with the College of Policing, published the Police Race Action Plan as part of a commitment to improving policing for Black people and becoming an anti-racist police service.</p> <p>One of the key actions in the plan seeks to understand any disparity, explain it, or where it cannot be explained build a case for reform, and develop a new national approach to help forces tackle race disparities in their use of powers, which includes Stop and Search.</p> <p>The plan has been subject to consultation and all feedback will be considered before a second iteration of the Plan is due for release in Spring 2023.</p> <p>Partially accepted.</p> <p>7(b) Data on Release Under Investigation, including outcomes broken down by gender and age as well as ethnicity, is currently collected on a voluntary basis. This data was published in December 2021 through the Police powers and procedures bulletin and covers the year ending 31 March 2021, however this will not necessarily be the case in future years. The NPCC Strategic Hub will send out an email to forces on 30 November to encourage that, in areas where this data has been collected, it is shared with YOTs.</p> <p>In addition, the PCSC Act is expected to reduce the impact of RUI, as the removal of the presumption against pre-charge bail is expected to lead to an increase in the number of those placed on bail and a decrease in the</p>	<p>7(b): NPCC Strategic hub</p> <p>[KPIs - MoJ/YJB - organisation with oversight]</p>	<p>7(b): 30 November 2022.</p> <p>KPIs set and communicated to YOTs and their strategic partners in October 2022, and YOTs will be required to collect data for the new KPIs from April 2023.</p>
---	--	---	--



ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

		<p>number of those subject to the RUI process, see section 4.2. If RUI is used very sparsely it will be a diminished issue for data scrutiny.</p> <p>As a statutory partner, police representatives who sit on youth justice management boards will be required to contribute localised data that identifies areas of racial and ethnic disproportionality as of April 2023. Representatives will be expected to contextualise this data for the board and outline next steps that will be taken to reduce disproportionate outcomes for children in over-represented groups – in this case black and mixed heritage boy. Although the specifics of the data are not prescribed, the YJB has provided a reducing disparity tool kit to YOTs that can be used as guidance on how to capture this data. YOTs will be expected to reflect the data and resulting actions in their annual plans. The YJB will monitor local areas’ progress in doing so.</p>		
8	<p>Local authorities should: provide suitable and timely accommodation placements and support packages for black and mixed heritage boys who are facing remand or being released from custody</p>	<p>Partially Accepted.</p> <p>The Ministry of Justice (MoJ) recognises the importance of suitable and timely accommodation arrangements for black and mixed heritage boys in the justice system. To support YOTs to develop robust and effective processes in arranging accommodation, the MoJ have developed a new accommodation-focused YOT key performance indicator. It will assess performance on the suitability and timeliness of accommodation arrangements and will improve data quality in the space (this is being introduced alongside a number of new YOT KPIs which will be launched in April 2023).</p> <p>Whilst local authorities (LAs) have statutory duties to ensure sufficient appropriate accommodation for children in their area, we recognise that LAs sometimes find it difficult accessing the most appropriate accommodation, particularly for children with the most complex needs. The lack of available and suitable placements for the most vulnerable</p>	<p>Ministry of Justice – Youth Justice Policy Unit</p> <p>Department for Education – Looked After Children’s Division</p> <p><i>Joint oversight between both departments</i></p>	<p>KPIs set and communicated to YOTs and their strategic partners in October 2022, and YOTs will be required to collect data for the new KPIs from April 2023.</p> <p>Open and Secure Children’s Home – 2025.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

		<p>children is something this Government takes seriously and we are taking significant steps to support LAs to fulfil their statutory duties.</p> <p>Firstly, the Chancellor announced £259 million in capital funding over the Spending Review period (to 2025) to support LAs to expand the number of open and secure children’s homes, aiming to provide for children with complex needs, reduce out of area placements, and maintain placement stability. This will create approximately 400 new placements in the medium term.</p> <p>Secondly, to further drive up the quality and consistency of accommodation, the DfE is introducing mandatory national standards and Ofsted registration and inspection requirements for supported accommodation for looked after children and care leavers aged 16 and 17. The aim is to lay regulations in early 2023 with providers then able to apply for Ofsted registration from Spring 2023.</p> <p>Thirdly, the <i>Independent Review for Children's Social Care</i>, a manifesto commitment, took a fundamental look at what is needed to make a real difference to the needs, experiences and outcomes of those supported by children’s social care. On 2nd February DfE published Stable Homes, Built on Love an implementation strategy and consultation, which sets out our plans to transform children’s social care. Over the next two years, we will address urgent issues, and lay the foundations for wider-reaching reform across the whole system. Our strategy is backed by £200 million of additional investment, so we can start reforms immediately and build the evidence for future roll-out. This investment builds on the £3.2 billion provided at the autumn statement for children and adult’s social care.</p>		<p>Supported Accommodation National Standards – Spring '23.</p> <p>Care Review Implementation Strategy – Early '23.</p>
9	<p>Local authorities should: make sure that, where children and families are moved to a new</p>	<p>Partially Accepted.</p>		

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

	<p>location as a result of concerns about their safety, the accommodation and placements provided are suitable and sustainable to meet their needs</p>	<p>In the youth justice system, children are most likely to be relocated when being remanded into local authority accommodation or resettling from custody. In these cases, there are clear statutory requirements, as set out in The Care Planning, Placement and Case Review Regulations 2010, in place to safeguard them and facilitate the arranging of suitable accommodation. These require the placing authority to inform the host authority before confirming a placement and to check whether the host authority is aware of any concerns about the setting. In cases of distant placements (when a child is placed outside of the placing local authority and not within the area of an adjoining local authority), the placing local authority must also provide the host authority with the child's care plan. The statutory responsibilities for the child will remain with the placing local authority, including Directors of Children's Services' responsibility to approve all distant placements.</p> <p>Where there is a risk of homelessness due to a child and/or their family experiencing or at risk of violence, DLUHC is developing a new chapter in the Homelessness Code of Guidance to provide more clarity on how homelessness services should be provided to the cohort. This includes guidance around relocation to another district/borough, where appropriate.</p> <p>Furthermore, the reforms which are described in the previous recommendation will support the suitability and sustainability of local authority accommodation placements in cases of relocation.</p>	<p>Department for Education – Looked After Children's Division</p> <p>Ministry of Justice – Youth Justice Policy Unit</p> <p><i>Joint oversight between both departments</i></p>	<p>Homelessness Code of Guidance – Early 2023.</p>
10	<p>Local authorities should: ensure that black and mixed heritage boys are receiving their legal entitlement to education, including alternative provision when this is deemed necessary,</p>	<p>Accepted.</p> <p>Government recognises that regular attendance at school is vital for a child's education, wellbeing, and long-term development, and that education is an important protective factor to ensure children do not get drawn unnecessarily into the youth justice system.</p>	<p>Department for Education – Deputy Director for Specialist Provision, Assessment and</p>	<p>Completed/ongoing.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

	<p>and that the placements are suitable to meet their needs</p>	<p>In May 2022, we introduced a comprehensive attendance strategy to ensure that all children are receiving their entitlement to education and absence is minimised. This guidance sets out expectations on how schools, trusts, and local authorities should work together to improve attendance.</p> <p>As set out in the Alternative Provision (AP) statutory guidance, where children or young people of compulsory school age are not in education for any reason, including following permanent exclusion, local authorities and schools have a legal duty to ensure that suitable full-time education is available. The statutory guidance is clear that AP should offer good quality education and appropriate qualifications, together with support to identify and meet each child or young person’s personal, social, and academic needs.</p> <p>The SEND& AP green paper presented a new national vision and delivery model for the AP system. It includes more emphasis on AP schools providing targeted early interventions and support in mainstream schools, which are intended to reduce the numbers of preventable exclusions and expensive long-term AP placements. Those who are permanently excluded will remain safe and supported in high-quality AP which will help them to get back on track and minimise the risk of them being exploited or becoming caught up in gangs, violence, or county-lines.</p> <p>In line with the principles of the vision for AP as laid out in the Green Paper, the Government has invested £15 million over two years to test embedding multi-disciplinary teams of specialists in twenty-two alternative provision schools where serious violence is most prevalent. These teams include specialists such as youth justice workers, mental health workers and speech and language therapists, bringing integrated, holistic support directly to those who need it the most. A research question on diversity and inclusion (including considering the specific</p>	<p>Family Experiences Division</p> <p>KPIs – Ministry of Justice/Youth Justice Board - organisation with oversight</p>	<p>Attendance strategy launched May 2022.</p>
--	---	---	--	--



ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

		<p>needs of ethnic minorities) will be included within the independent evaluation of the APST pilot.</p> <p>Additionally, the SEND & AP Green Paper and the Schools White Paper, published on 28 March this year, included proposals to introduce greater oversight and transparency of all pupil movements, including into and out of alternative provision.</p> <p>The Department for Education is reviewing how children and young people move around the school system, including through off-site direction and unregulated managed moves, with a view to introducing a statutory framework to govern pupil movements, including into and out of alternative provision. The Government is also considering introducing a new backstop power for local authorities to direct academy trusts to admit children. Finally, to strengthen accountability, Ofsted and the Care Quality Commission consulted on including local authority commissioning of alternative provision in their new Joint Area SEND Inspection Framework from next year.</p> <p>Furthermore, YOTs will (as part of new KPIs established by the MoJ) be required to submit data on all children who are subject to an intervention, which will include data on the provision of education, training or employment (ETE) available to them. This data should highlight where children are not in suitable education or alternative provision to help YOTs escalate these concerns with local ETE providers.</p>		<p>KPIs set and communicated to YOTs and their strategic partners in October 2022, and YOTs will be required to collect data for the new KPIs from April 2023.</p>
11	<p>YOS partnership boards should: have a vision and a strategy for improving outcomes for black and mixed heritage boys, and make sure these are known and</p>	<p>Accepted.</p> <p>YOTs will be required to submit data on a revised set of KPIs (set by the MoJ) from April 2023 which include the contribution of data from YJS partners. Alongside this, YOTs are expected to outline work to address disproportionality within their YJ Plans which are now required, as a</p>	<p>Youth Justice Board - organisation with oversight</p>	<p>KPIs set and communicated to YOTs and their strategic partners</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

	understood by YOS staff and partner agencies	<p>condition of funding from central government, to follow a particular format, which will aid the YJB in scrutinising plans and performance.</p> <p>Management boards should have a plan in place to address any identified inequalities. The Standards for Children in the Youth Justice System also make clear that management boards should have the mechanisms in place to provide them with assurance that analysis and action planning is in place to tackle any disproportionality. YJB is strengthening their oversight approach in local areas, including on this issue.</p>		in October 2022 , and YOTs will be required to collect data for the new KPIs from April 2023 .
12	<p>YOS partnerships should: ensure that all board members contribute data from their individual services that identifies areas of disproportionality and the action being taken to address them, and that this data is used to develop a joint strategic needs assessment</p>	<p>Accepted.</p> <p>As a result of the revised KPIs, the YOT management board attendance KPI requires contributions of data from individual services which identifies areas of racial and ethnic disproportionality. The collection of this data is now a term and condition of YOTs' grant from central government.</p> <p>Senior partners on YOT management boards will need to contextualise their data and outline the actions towards reducing any disproportionality identified.</p> <p>Alongside this, YOTs are required to submit a youth justice plan which offers commentary on the data and intelligence about children who are over-represented in the youth justice system in your area. This YJ plan will now act as a strategic needs assessment.</p> <p>YJB will continue to refine the YJ plan guidance to ensure information feeds into effective oversight and drives system improvement.</p>	Youth Justice Board - organisation with oversight	Revised KPIs and renewed terms and conditions of YOT grant active from April 2023 .
13	<p>YOS partnerships should: have a joint set of partnership targets, for example with schools and children's services, for improving service delivery to black and</p>	<p>Partially accepted.</p>		Renewed compliance

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

	<p>mixed heritage boys, and make sure mechanisms are in place to track, monitor and evaluate outcomes</p>	<p>We accept the importance of translating data into targeted improvement. However, any targets would be locally driven only and depend upon local presenting need.</p> <p>YJB/MoJ would therefore not work to assess targets.</p> <p>YJB will build in thematic reports by HMI Probation and any other relevant inspectorates into their compliance model and will be seeking assurance by local partnerships of activity to address recommendations as part of on-going oversight and attendance at management boards. In turn this will inform advice to Ministers and intelligence the YJB provides to MoJ and HMI Probation.</p>	<p>Youth Justice Board - organisation with oversight</p>	<p>framework active from April 2023.</p>
<p>14</p>	<p>YOS managers should: establish effective processes for gaining feedback from black and mixed heritage boys on the services they receive and use this feedback to assess, review and improve the quality and suitability of service provision</p>	<p>Accepted.</p> <p>YJB's case management guidance (CMG) provides information on how to get feedback from children. The CMG section on how to adapt for a child's race and ethnicity specifically states that staff should establish effective feedback processes for black and mixed heritage boys.</p> <p>Peer Power Youth (a social justice charity involving children and young adults with lived experience) were contracted by the YJB in 2021 to examine child participation and co-creation within existing YOT service provision. Examples of good practice, existing literature and resources were collated to produce a suite of resources made available to YOTs on the Youth Justice Resource Hub so they can assess where they are on the participation/co-creation journey. As YJB strengthen their muscular approach to oversight they will continue to monitor how these tools are used by YOTs through their annual Youth Justice Plans, and where necessary review where service provision can be improved, particularly for overrepresented groups in the youth justice system including black and mixed heritage boys.</p>	<p>Youth Justice Board - organisation with oversight</p>	<p>Case management guidance published October 2022.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

		YJB's systems map suggests participation as a key area of focus for the youth justice system as a whole. Any activity undertaken to promote child participation will pay due care and attention to the best way to gather the views of children from black and mixed heritage children and use this to improve their experiences and outcomes.		
15	YOS managers should: make sure that staff understand what is expected of them in their work with black and mixed heritage boys and that they are inducted, trained and supported to work effectively with this group of children	<p>Accepted.</p> <p>YJB's revised Case Management Guidance outlines the importance of managers effectively inducting, supporting, and training YOT staff in their work with black and mixed heritage boys.</p> <p>YJB's Skills matrix outlines the expectations of staff in YOTs, this is being revised to consider disparity and include clearer reference to staff requiring skills to identify and address racial/ethnic disparities.</p>	Youth Justice Board - organisation with oversight	<p>Case management guidance published October 2022.</p> <p>Revised YJB Skills matrix complete by March 2024.</p>
16	YOS managers should: improve the quality of management oversight to make sure that it is sufficiently focused on diversity and what this means in practice and that there are clear escalation routes to address any barriers to black and mixed heritage boys accessing the services they need	<p>Accepted.</p> <p>The Case Management Guidance states that staff should escalate concerns in line with their local procedures when there is evidence of discrimination.</p> <p>The Youth Justice Plan guidance also states that youth justice services should know and respond to local concerns regarding all children who are over-represented.</p> <p>The Standards for Children in the Youth Justice System further reinforces this, with services expected to take diverse needs into account and promote equality in access and engagement.</p>	Youth Justice Board - organisation with oversight	<p>Case management guidance published October 2022.</p>

ACTION PLAN: A thematic inspection of the experiences of black and mixed heritage boys in the youth justice system

17	<p>YOS managers should: address gaps in specialist provision for black and mixed heritage boys, either by delivering it in-house or by commissioning it from appropriate local community organisations and evaluate referral and uptake rates for the services provided</p>	<p>Partially accepted.</p> <p>The commission of relevant services is localised and based on need.</p> <p>YJB identifies good practice and share this via the YJ resource hub. Further to this, the Youth Justice Sector Improvement Partnership that involved peer-to-peer support and review between YOTs enables learning across services to identify best practice.</p> <p>The YJB continues to work with partners in developing and addressing over-representation within the Youth Justice System, developing projects such as: COVID 19 response for Black, Asian and Minority Ethnic children; research into disproportionality and reoffending, and a pathfinder project intended to reduce remand in custody.</p>	<p>Ministry of Justice/Youth Justice Board – organisation with oversight</p>	<p>Ongoing.</p>
18	<p>YOS managers should: offer suitable and appropriate support and intervention to the parents and/or carers of black and mixed heritage boys and regularly review the uptake and suitability of this provision</p>	<p>Partially accepted.</p> <p>YJB champions a child-first approach endorsing the importance of cultural competence and how this may impact the children they work with. An effective child first approach should be culturally sensitive and address the impact of racial bias and inequality.</p> <p>The Case Management Guidance outlines the importance of assessment of the child’s family situation, cultural dependencies and any protective characteristics that may be relevant for the child.</p> <p>Appropriate tailored support and interventions will be provided dependent on the needs of the child</p>	<p>Ministry of Justice /Youth Justice Board – organisation with oversight</p>	<p>Case management guidance published October 2022.</p>