



Financial Year	2017/18
Proposal no.	CS-2017-307
Directorate	Children's Services

Savings Programme Pre-consultation Report	
Subject:	<i>Restructure of Youth Offending Service</i>

1 Recommendations

- 1.1 It is recommended that members consider the proposal to restructure the Youth Offending Team (YOT) in order to achieve savings of £80k, in addition to a reduction in the ministry of justice grant of £50k.

Reason for recommendation

- 1.2 The numbers of young people in the criminal justice system has reduced and a recent caseload analysis informs that service delivery can be achieved by fewer staff and therefore a review of the current structure is necessary. The grant from the youth justice board provided to the local authority for the delivery of the Youth Offending Team has been reduced by 12% on the previous years allocation.

2 Background

- 2.1 The decision by Government to rationalise and amalgamate Youth Courts led to the creation of a Rochdale and Bury Youth Bench. It is this court that deals with young people from both Rochdale and Bury who have or are charged with criminal offences. In addition, Greater Manchester Police closed the Rochdale custody suite and transferred its business to Bury Police Station.

- 2.2 The changes within Greater Manchester Police and the judiciary led to greater collaborative working arrangement between Rochdale and Bury Youth Offending Teams which in 2012 resulted in the 2 teams being co-located within Rochdale. However, with the exception of the Head of Service role, each YOT retained their existing management structure and practice boundaries.
- 2.3 In September 2015, the two teams integrated after a formal consultation process to create a Bury and Rochdale youth offending service. This came under one management structure and delivers a consistent service across the two Boroughs. Since that time caseloads have been monitored and an analysis carried out to ensure the service was being delivered in accordance with National Standards. As the demand on the service has reduced and the grant allocation from the Ministry of Justice reduced, the structure of the service now needs to be reviewed in order to be cost effective and achieve good outcomes for young people.
- 2.4 The final Taylor report into the future of youth justice is due to be published in September 2016. It is anticipated that the recommendations from this report will also have broad implications for the way that youth justice is delivered in the future.
- 2.5 It is estimated that overall there will be cashable saving of £80K in addition to the reduction in the YJB grant of 50K. **This proposal needs to be further explored in greater detail with Bury Council to clarify and agree details.**

3 Financial Implications

The saving proposal is 10% of the total budget for the area of service affected.

3.1 Table 1 provides details of the restructure of the Youth Offending Team

	Savings 2017/18		Savings 2018/19		Total savings	
	£k		£k		£k	
	On-going	One off	On-going	One off	On-going	One off
Employees	130				130	
Other Costs						
Income lost	(50)				(50)	
Net savings	80				80	
Additional income generated						
Total savings	80				80	
Implementation costs						
Total savings less implementation costs	80				80	

3.2 There are no implications for another internal service area.

4 Asset implications

4.1 There are no asset implications arising from this report.

5 Voluntary Sector impact

5.1 There are no Voluntary Sector impacts arising from this report.

6 Consultation

Children & Young People

Young people contributed to the consultation through YOT participation groups/ leaflets produced to explain Bury/Rochdale YOT service functions and the purpose with relevant contact numbers.

Parents and Carers

Case Managers will discuss proposals with Parents and Carers and private providers will be informed through the Provider Forum.

Partners Agencies – Police, Probation, Health

Will be discussed as an agenda item at the YOT Management Board meeting.

Rochdale Borough Safeguarding Children Board /Bury Safeguarding Children Board

Rochdale Borough Safeguarding Children Board /Bury Safeguarding Children Board will be consulted at the appropriate meetings

Courts

Magistrates Annual meeting.

Proposals/invite comments.

Bury MBC

Meetings to take place between senior officers to decide the full extent of the restructure proposal.

The Public will be consulted through the RMBC website and invited to provide feedback.

The Council must ensure that it remains open-minded throughout the consultation period to all alternative proposals and expressions of interest.

7 Alternatives considered

- 7.1 Members could decide not to take the proposal forward and identify alternative savings proposals

8 Risk Assessment Implications

8.1 The following risks arise from the issues raised in this report as set out below:

- An increase in the number of young people entering the youth justice system could place a demand on the service that it cannot meet with diminished resources.
- The current integrated working arrangement could end if either party felt it was no longer a credible option.

9 Legal Implications

9.1 The following legal implications arise from the issues raised in this report as set out below:

- The Integrated YOT will continue to deliver Youth Justice services across Rochdale and Bury Borough boundaries which will satisfy the requirements of the Crime & Disorder Act 1998 and subsequent legislation relating to Youth Justice.
- The Council must ensure that it remains open minded throughout the consultation period to all alternative proposals and expressions of interest.

10 Personnel Implications

10.1 Subject to any final decisions on the service delivery element of the proposals outlined within this report there may be personnel implications for the council's workforce and this consultation with the workforce will be undertaken in accordance with council's Personnel Policy Framework.

11 Equalities Impacts

Workforce Equality Impacts Assessment

11.1 The Council will undertake a Corporate Workforce Equality Impact Assessment based on those employees identified at risk of redundancy at the start of formal consultation which will commence in November 2016 and this will be reviewed against the current workforce profile.

Equality/Community Impact Assessments

11.2 There are equality/community issues arising from this report. More detail can be found in the Equality Impact Assessment in Appendix 1.

EQUALITY IMPACT ASSESSMENT FOR SAVINGS PROPOSALS

1. Please state the name of the officers leading the EIA
XXXXXXXX XXXXX
2. Who has been involved in undertaking this assessment?
Rochdale and Bury Children's Services Leadership Teams.
3. What is the scope of this assessment?
To assess the impact of restructuring the Bury and Rochdale Youth Offending services.
4 a). What does the function currently do? b). Describe the needs which this service meets?
<p>Provides a range of services to young people in the criminal justice system. Fulfils the requirements of the Crime & Disorder Act in terms of a multi-agency service created to address youth crime.</p> <p>The needs to which this service meet are those that work with young people who have been convicted of a criminal offence to reduce their offending and re offending. This is achieved by providing a range of interventions designed to address the causes of offending behaviour by young people.</p> <p>In addition the service also provides evidence based interventions to prevent those young people identified to be at risk of offending.</p>
5. What proposed changes do you wish to make?
Restructure the service to meet current and future demands.

6. Who are the key stakeholders who may be affected by the proposed changes?

The following groups are those stakeholders who may be affected by this proposal;

Young people ages 10 – 18 in the Criminal Justice System.

Staff from Rochdale MBC

Staff from Bury MBC

Youth Courts

Police

Probation

Health

Community Safety

7. What impact will this proposal have on all the protected groups?

Race Equality

There is an under representation of children' from minority ethnic groups. Notwithstanding this, it is not envisaged there will be any negative impact on this group of children/young people because the proposal is not seeking to change referral/access points.

The restructure of services may improve the skills and knowledge of youth offending team staff in responding to the needs for children from ethnic minority groups. This would be due to closer working/management and supervisory arrangements. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified race equality issues.

Disabled People

As service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to restructure the Rochdale and Bury YOT. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified disability.

Carers
<p>All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to reduce the costs of a Youth Offending Team.</p> <p>Parents from Rochdale currently have to travel to Bury to attend the youth court. This arrangement will remain under the proposed changes</p>
Gender
<p>All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the restructure of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified gender issues.</p>
Age
<p>All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the restructure of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to their developmental need and who are aged between 10 and 18 years.</p>
Armed Forces and Ex-Armed Forces Personnel
<p>All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the integration of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified military issues. For example some young people are restricted from entering the armed forces because of their criminal records. We will continue to support those young people with their applications where appropriate.</p>
Religion or Belief
<p>All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the restructure of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified religious or belief issues.</p>

Sexual Orientation
All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the restructure of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified sexual identify issues.
Gender Reassignment
All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the restructure of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified gender reassignment issues.
Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks
All service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review and reduce the costs of a Bury and Rochdale Youth Offending Team through the restructure of services. In the event there is a specific need identified within the assessment undertaken, arrangements would be made to ensure the service provision is sensitive to any identified maternity issues. This will included young women, who are pregnant, who will continue to have risk assessments undertaken to ensure they are able to comply with the relevant court orders.
Marriage or Civil Partnership
As service users will still be able to access services via existing and established pathways there will be no adverse impact on this group from the proposal to review the Youth Offending Team and make financial savings through the restructure of services. Whilst the vast majority of service users are not likely to be married or in a civil partnership due to their age, there may be issues identified for their carers/parents who are. Consequently In the event there is a specific need identified within the assessment undertaken; arrangements would be made to ensure the service provision is suitably.

8. Conclusions and Recommendations

What are the main conclusions and recommendations from this analysis?

The review proposal is to allow for a consistent, efficient and effective service across the borough of Rochdale and Bury. Bury young people will be seen at locations in Bury, Rochdale young people will be seen in Rochdale. The conclusion from this impact assessment indicates there are no identified detrimental elements from this proposal.

It is recommended;

- That the specifications for the proposed restructure of a Rochdale and Bury Youth is sensitive and responsive to the specific needs of children and young people; specifically those from protected/vulnerable groups
- That there are clear communication arrangement in place to promote the transitional arrangement and service needs, response times are made clear and service standards.

What evidence do you have which demonstrates that these measures will be effective?

Previous commissioning of sensitive services has been able to monitor and ensure the needs of vulnerable children/young people are met and provision is sensitive of individual needs.

In addition, previous integration of services and the current performance framework will allow for monitoring of Youth Offending and the transition of service users to new services can be sensitively and successfully handled to ensure that they continue to have their needs met.

What evidence do you have which demonstrates that these measures will be effective?

Current arrangements have seen improved outcomes in a reduction in young people in the criminal justice system and a reduced number of first time entrants.

9. In the box below please provide details of who you will consult with on the proposals, when you consult, and the methods which you will use to consult. In the box below

The Consultation and Inclusion Methodology Used

A consultation plan has been developed and uses the following methodology;

Focus groups with staff

The council website for feedback

Focus group with young people

Letters and direct communication with partner agencies, health, police and education

10. Produce an action plan detailing the mitigation measures that you propose to put in place to address any adverse impacts.

Mitigation Measure	Action	Responsible Officer	Implementation Date	Review Date	Evaluation Measure
<p>Action plan can be altered and updated accordingly if relevant factors change i.e. an increase in the number of young people in the criminal justice system,</p> <p>A change in legislation during the consultation period</p>	<p>Action plan to be updated to take account of the mitigating factors</p>	<p>x xxxxxxxx</p>	<p>31st October</p>	<p>1st November</p>	<p>Number of young people in the criminal justice system</p>