

HM Inspectorate of Probation, Youth Justice Service Inspection Outcome

Children and Education Policy and Accountability
Committee

21st November 2022

The inspection looked at:

- standards of organisational delivery (leadership, staffing and facilities),
- their management of children serving court sentences (court disposals)
- and children serving cautions or community sentences (out-of-court disposals).
- It also rated the quality of resettlement work.

Hammersmith and Fulham Youth Justice Service (YJS) has received an overall rating of 'Outstanding' the highest rating available.

Hammersmith and Fulham Youth Justice Service “is a dedicated, capable and confident service where children have every opportunity to move away from crime”.

Chief Inspector of Probation Justin Russell

Strengths

The inspection highlighted strong practice across each service area and impressive arrangements with partners giving YJS children access to an extensive range of services and provision. Some examples are given below:

- ❑ There is a clear vision and strategy which delivers a child-first and systemic approach to working with children and families. It values their views and has been proactive in seeking these to inform service delivery.
- ❑ The Youth Crime Prevention Partnership (YCPP) and YJS have effective links to other strategies and provision to support service delivery. They form an integral part of the Youth Crime Prevention Strategy and have strong ties with community safety partnership and local safeguarding boards
- ❑ Staff are confident, capable, and passionate, and it was evident that they are dedicated to improving outcomes for children.
- ❑ There is a comprehensive induction process for staff with a strong learning and development ethos embedded in the service alongside a robust supervision policy including joint supervision arrangements with CSC.
- ❑ Exceptional work is acknowledged by managers and staff feel valued.

Strengths

- ❑ The service has impressive arrangements with partners, including the voluntary sector, which gives YJS children access to an extensive range of services and provision including a strong health offer
- ❑ YJS children have access to numerous mentoring options which enables a tailored approach whereby a service that most needs the child's needs can be provided
- ❑ There is a clear vision and strategy which delivers a child-first and systemic approach to working with children and families. It values their views and has been proactive in seeking these to inform service delivery
- ❑ Case work was impressive in both court and out-of-court disposals and in resettlement work. Assessments are thorough and analytical, providing detailed insight into the children and families.
- ❑ Plans are co-produced with children and involve other agencies; they balance areas of strength and concerns effectually, and we found an excellent standard of service delivery.

Recommendations

□ The Hammersmith and Fulham Youth Justice Service should:

1. review its work arrangements with volunteers to ensure that they are fully supported, used effectively and connected to the service
2. improve communication and escalation routes to ensure that key messages on service delivery and data analysis reach the board and operational staff
3. review policies and guidance to ensure that they set out explicitly how the service intends to meet all diversity needs, particularly where there is disproportionality

□ The Youth Crime Prevention Partnership Board (management board) should:

4. continue to work with partners and the YJS to maintain the current health provision for YJS children
5. develop its understanding of YJS children and families, the vision and priorities of the service and potential risks that could impact on deliver