

Workplan 2017/18

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

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 Systems Approach, Improving Life Chances, and Developing Capacity and Improvement. We provide support and undertake work suggested by these three implementation groups. Within these broad themes, in 2017/18 our work will specifically focus on six cross-cutting issues:

- Prevention and Early action
- Mental health 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:

- Support the three youth justice implementation groups to identify and deliver key improvements to practice
- Support practice improvements around residential childcare and criminalisation in five local authority areas (in partnership with STAF)
- Support two local authority areas involved in the PACE programme to make improvements in relation to their youth justice practice (*TBC – in partnership with the PACE programme*)
- Provide a practitioner advice service
- Organise a two-day practice focused Youth Justice in Scotland conference
- Run two national professional development events on mental health and trauma, and on youth justice skills
- Deliver a minimum of six local roadshows tailored to specific practice needs, youth justice managers training and CARM training for trainers
- Coordinate training on Asset, Safer Lives, SAVRY/START and AIM 2
- Revise and publish A Guide to Youth Justice in Scotland.
- Produce 11 info sheets, summarising key information for practice
- Publish research reports on issues of bereavement, loss and other adverse childhood experiences; and substance misuse
- Ensure effective communication through a monthly CYCJ e-bulletin, a regularly updated website and an active presence on social media

Workplan 2017/18

The table below specifies the projects and activities we will undertake in 2017/18 funded by the Scottish Government 'CYCJ grant'. We provide a separate workplan for the IVY service and agree deliverables for the secure care national advisor project. 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 activity 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.

Advancing Whole System Approach

Risk Formulation Forum: Chair bi-monthly risk formulation forum for practitioners to support practice in relation to risk assessment, management and formulation.	Carole Murphy & IVY	Q1-Q4	Outcome 4	High risk and complex needs
Violence: Scoping exercise to ascertain how practitioners are working with young people who are violent; making links to IVY research, to produce a paper making recommendations to address gaps and highlight good practice.	Carole Murphy	Q1-Q4	Outcomes 1-4	High risk and complex needs
Reduce use of bail: Explore data around use of bail, what is current practice and what improvements can be made.	Donna McEwan	Q1-Q2	Outcomes 1, 2 & 3	High risk and complex needs
Alternatives to secure care and custody: Publish best practice examples which support distillation of principles and ethos nationally to inform robust alternatives to secure care and custody.	Vacant post	Q4	Outcomes 1-4	High risk and complex needs
Prevention: Working with young people on the cusp of offending as part of prevention – publish case studies about good practice examples across Scotland and what can be learnt from these.	Donna McEwan	Q4	Outcomes 1&4	Prevention and Early Action
Divert: Identify and publish good practice case examples on working with and preventing Serious and Organised crime.	Donna McEwan	Q3	Outcomes 3&4	Prevention and Early Action
Support practice development to prevent sexual offending (including internet offending) involving children and young people. This will include work with partners to improve risk management and develop practice through evidence based approaches.	Donna McEwan	Q1-Q4	Outcomes 3&4	High risk and complex needs

Improving Life Chances

Bullying, offending and violence: Explore experiences of bullying and links to offending and violence, publishing a briefing paper.	Nina Vaswani	Q4	Outcomes 1 & 2	Mental health & Trauma
Trauma of custody and secure care: Publish research on the trauma of custodial and secure care settings (for young people and staff) and on the trauma, bereavement and loss needs of young people in custody.	Nina Vaswani Sally Paul	Q3	Outcomes 1 & 2	Mental health & Trauma
Adverse Childhood Experiences: Publish research on the presence and impact of ACEs, including on offending, substance use and experience of secure care/custody.	Nina Vaswani	Q3	Outcomes 1 & 2	Mental health & Trauma
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	Outcomes 2, 3, 4	Implementation and Improvement
Maintain an up to date profile of young people in secure care and 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	Outcomes 1 & 2	High risk and complex needs
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.	Debbie Nolan	Q1-Q4	Outcomes 2, 3, 4	High risk and complex needs
Speech, Language and Communications Needs event: Organise an event to share good practice, explore remaining issues and work to be done on SLCNs.	Debbie Nolan	Q1	Outcomes 2 & 4	High risk and complex needs
Information for families: To improve materials and dissemination of materials designed to support families of children and young people involved in offending.	Pamela Morrison	Q3	Outcomes 1, 2 & 3	Young People & Families engagement
Young people's resources: Produce materials for children and young people involved in offending, and improve dissemination of such materials.	Pamela Morrison	Q2	Outcomes 1, 2 & 3	Young People & Families engagement
Relationship based work: Produce a report on strategies for building and sustaining with young people via the Improving Life Chances Implementation Group.	Debbie Nolan	Q2	Outcomes 1 & 2	Young People & Families engagement
Disclosure: Explore the evidence on alternative approaches and systems to the disclosure of childhood convictions. Proposed outputs to include: a case study about the Northern Irish model, a paper presenting the case for a change to disclosure, and work to advocate for change.	Debbie Nolan Pamela Morrison Disclosure Scotland	Q1-Q4	Outcome 2 & 3	Partnership working

Developing Capacity and Improvement (projects)

Work with NES to review their trauma informed training .	Carole Murphy	Q1-Q2	Outcomes 3 & 4	Mental health & Trauma
Strengthen engagement and relationships with chief officers of integrated joint boards, child protection committee chairs, Lawyers/law society, school inclusion teachers/officers.	Charlotte Morris	Q1-Q4	Outcomes 1 & 2	Partnership working
Education: Contact those delivering Scottish teacher training to offer a youth justice specific input, potentially also offering this to networks and events for qualified teachers. We will explore how this can be delivered to the greatest audience (e.g. developing a roadshow to be delivered at inservice days; the potential for producing an online teacher's resource).	Debbie Nolan	Q4	Outcomes 3 & 4	Prevention and Early Action
Maintain a bank of trainers to ensure delivery of gender specific programmes for girls . Pursue accreditation for 'Improving Practice for Girls' programme with SQA. Train trainers in gender specific programme. Maintain links between trainers and CYCJ.	Pamela Morrison	Q1-Q4	Outcomes 3 & 4	Mental health & Trauma
Work force development: Develop a multi-agency approach to the development of core skills common to all partners across the workforce.	Carole Murphy	Q3-Q4	Outcomes 1, 2, 3 & 4	Improving and implementing change
Performance Framework & Self-Evaluation tool: Produce a performance framework and self-evaluation tool for youth justice practitioners capturing data to record outcomes.	Carole Murphy	Q1-Q2	Outcomes 2 & 3	Improving and implementing change
Complete an annual update of Youth and Criminal Justice in Scotland: the young person's journey .	Debbie Nolan IRISS	Q4	Outcomes 3 & 4	Young People & Families engagement
Produce a Young Person Participation Strategy for youth justice in Scotland.	Pamela Morrison	Q3	Outcome 4	Young People & Families engagement
Gathering young people's perspectives on substance use and misuse , considering what is known from existing evidence and surveys.	Nina Vaswani Kristina Moodie	Q4	Outcomes 2 & 4	Young People & Families engagement
Coproduction: Share the learning from a range of externally funded work about co-production and justice.	Claire Lightowler Beth Weaver	Q1-Q4	Outcome 3	Young People & Families engagement
Victims: Build on completed work on the information and services available to victims of youth crime, seeking to share practice and address gaps as necessary, alongside efforts to educate the public on the needs of young people involved in offending behaviour, approach to youth justice, and what supports desistance.	Debbie Nolan	Q4	Outcomes 1 and 3	Young People & Families engagement
Minimum Age of Criminal Responsibility: Support the implementation of any change to the MACR for practice.	Claire Lightowler	Q1-Q4	Outcome 4	Implementation and Improvement
Children and Young People Act 2014: Support the workforce to better understand and implement the changes required as a consequence of the implementation of the act.	Claire Lightowler	Q1-Q4	Outcome 4	Implementation and Improvement

PACE and Youth Justice Improvement Programme: We will work with two areas involved in the PACE improvement programme to support and undertake improvement activity around their youth justice practice and processes. We will help local authority areas to identify tests of change and provide consultancy support as they engage in this process (estimated at one day per week of work per local authority).	Kristina Moodie Donna McEwan Nina Vaswani PACE	Q1-Q4	Outcomes 1,2,3,& 4	Implementation and Improvement
Residential Childcare and Criminalisation: implementing changes: We will work with national organisations and a minimum of three local authority areas to design and implement change on the back of the research work CYCJ undertook on this topic in 2016/17. This work will be informed by improvement approaches adopted elsewhere, but involve less intensive support than the PACE programme approach.	Kristina Moodie Debbie Nolan STAF	Q1-Q4	Outcome 2, 3 & 4	Implementation and Improvement
Creativity in challenging times: Produce a range of case studies about innovative ideas and good practice which save money (skills mill, centrestage, MST).	Vacant post	Q1-Q4	Outcomes 1, 2 & 4	Implementation and Improvement
Early Intervention and Youth Justice: Publish a paper updating the youth justice in Scotland 2014 paper, but specifically focusing on telling the story about youth justice through the lens of early intervention.	Claire Lightowler Nina Vaswani	Q4	Outcome 2	Early action and prevention

Developing Capacity and Improvement (ongoing activities)

Maintain and improve dissemination of CYCJ material. Outputs: CYCJ website, Raising Youth Justice blog, Twitter, podcast series, CYCJ monthly e-bulletin, press engagement, and events.	Charlotte Morris	Q1-Q4	Outcomes 1 & 2	Partnership working
Practitioner support service: Provide a practitioner support and information service.	Claire Lightowler	Q1-Q4	Outcomes 2 & 4	Implementation and Improvement
Consultation and bespoke work with localities and organisations: Undertake consultancy and bespoke work with individual organisations to progress good practice on specific issues.	Claire Lightowler	Q1-Q4	Outcomes 1, 2, 3 & 4	Implementation and Improvement
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.	Outcomes 1, 2, 3 & 4	Implementation and Improvement
Youth justice practice guide: Update and add in new sections as required.	Claire Lightowler	Publish: June 2017	Outcomes 1, 2 & 4	Implementation and Improvement
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).	Nina Vaswani	11 per year. One per month, except December.	Outcomes 1, 2 & 4	Implementation and Improvement
Develop, deliver, or co-ordinate specific training and refresher sessions on the following topics: <ul style="list-style-type: none"> • CARM training for trainers (NEW programme) • Asset • AIM 2 • Safer Lives 	Carole Murphy	Q1-Q4 No. sessions to be based on demand.	Outcomes 1, 2, 3 & 4	Implementation and Improvement
Lectures: Undertake lectures across Scottish Universities to support the future social work workforce.	Pamela Morrison	Q1-Q4	Outcome 4	Implementation and Improvement
Contribute to and support the work of the Youth Justice Improvement Board , the Children's Hearing Improvement Partnership , Justice Leaders Network , and the three Youth Justice implementation groups , with one dedicated member of staff as the contact point and project manager for each group.	Claire Lightowler	Q1-Q4	Outcome 3	Implementation and Improvement
Deliver a National Youth Justice conference .	Charlotte Morris Elaine Vallance	Q1	Outcomes 1, 2 & 4	Implementation and Improvement

Stakeholder research exercise: Undertake research to inform our annual workplan.	Nina Vaswani Kristina Moodie	Feed in to workplan - Q3; Report – Q4	Outcome 2	Implementation and Improvement
Associates: Maintain an active CYCJ Associates Scheme to ensure active engagement in youth justice issues across the sector.	Charlotte Morris	Q1-Q4	Outcome 2	Implementation and Improvement
NYJAG: Provide support and help to promote the work of NYJAG.	Carole Murphy	Q1-Q4	Outcome 3	Implementation and Improvement