

# Public Document Pack

**Gareth Owens LL.B Barrister/Bargyfreithiwr**  
Chief Officer (Governance)  
Prif Swyddog (Llywodraethu)



Contact Officer:  
Janet Kelly 01352 702301  
janet.kelly@flintshire.gov.uk

To: Cllr Teresa Carberry (Chair)

Councillors: Bill Crease, Paul Cunningham, Gladys Healey, Dave Mackie, Gina Maddison, Ryan McKeown, Andrew Parkhurst, Carolyn Preece, David Richardson, Jason Shallcross and Arnold Woolley

**Co-opted Members:**

Lisa Allen, Lynn Bartlett and Wendy White

7 July 2023

Dear Sir/Madam

**NOTICE OF HYBRID MEETING**  
**EDUCATION, YOUTH & CULTURE OVERVIEW & SCRUTINY COMMITTEE**  
**THURSDAY, 13TH JULY, 2023 at 2.00 PM**

Yours faithfully

Steven Goodrum  
Democratic Services Manager

Please note: Attendance at this meeting is either in person in the Lord Barry Jones Council Chamber, Flintshire County Council, County Hall, Mold, Flintshire or on a virtual basis.

The meeting will be live streamed onto the Council's website. The live streaming will stop when any confidential items are considered. A recording of the meeting will also be available, shortly after the meeting at <https://flintshire.public-i.tv/core/portal/home>

If you have any queries regarding this, please contact a member of the Democratic Services Team on 01352 702345.

# A G E N D A

## 1 APOLOGIES

**Purpose:** To receive any apologies.

## 2 DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)

**Purpose:** To receive any Declarations and advise Members accordingly.

## 3 MINUTES (Pages 5 - 14)

**Purpose:** To confirm as a correct record the minutes of the meeting held on 11 May 2023.

## 4 FORWARD WORK PROGRAMME AND ACTION TRACKING (Pages 15 - 28)

Report of Community and Education Overview & Scrutiny Facilitator -

**Purpose:** To consider the Forward Work Programme of the Education, Youth & Culture Overview & Scrutiny Committee and to inform the Committee of progress against actions from previous meetings.

## 5 ESTYN INSPECTION OF ADULT COMMUNITY LEARNING (ACL) WITHIN THE NORTH EAST WALES ADULT COMMUNITY LEARNING PARTNERSHIP (Pages 29 - 36)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education, Welsh Language, Culture and Leisure

**Purpose:** To present the detailed action plan and next steps.

## 6 HEALTHY SCHOOLS SCHEME AND HEALTHY & SUSTAINABLE PRE-SCHOOL SCHEME (HSPSS) (Pages 37 - 46)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education, Welsh Language, Culture and Leisure

**Purpose:** To provide an overview of the Healthy Schools Programme, to include challenges from the Pandemic, information on the Design to Smile and the public health risk of Vape use by pupils.

7 **FLINTSHIRE YOUTH JUSTICE SERVICE YOUTH JUSTICE PLAN 2023-2026** (Pages 47 - 138)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education, Welsh Language, Culture and Leisure

**Purpose:** To present, for consideration, the Youth Justice Plan.

8 **COUNCIL PLAN 2022-23 YEAR-END PERFORMANCE** (Pages 139 - 166)

Report of Chief Officer (Education and Youth) - Leader of the Council

**Purpose:** To review the levels of progress in the achievement of activities and performance levels identified in the Council Plan.

9 **SCHOOL MEALS SERVICE** (Pages 167 - 174)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education, Welsh Language, Culture and Leisure

**Purpose:** To provide information on changes to the delivery model, the ongoing focus on quality delivery in schools and the pilot being developed with Well Fed.

10 **SCHOOL IT** (Pages 175 - 176)

Report of Chief Officer (Education and Youth) - Cabinet Member for Education, Welsh Language, Culture and Leisure

**Purpose:** To provide a briefing note on how issues were being addressed at schools across Flintshire.

***Please note that there may be a 10 minute adjournment of this meeting if it lasts longer than two hours***

This page is intentionally left blank

## **EDUCATION, YOUTH & CULTURE OVERVIEW & SCRUTINY COMMITTEE** **11 MAY 2023**

Minutes of the hybrid meeting of the Education, Youth & Culture Overview & Scrutiny Committee of Flintshire County Council held on Thursday 11 May 2023.

### **PRESENT: Councillor Teresa Carberry (Chair)**

Councillors: Bill Crease, Gladys Healey, Dave Mackie, Ryan McKeown, Andrew Parkhurst, Carolyn Preece, David Richardson, Jason Shallcross and Arnold Woolley

**CO-OPTES:** Mrs Lynne Bartlett and Lisa Allen

**SUBSTITUTIONS:** Councillor Mel Buckley (for Councillor Paul Cunningham)

**APOLOGIES:** Wendy White and Councillor Ian Roberts

### **CONTRIBUTORS:**

Councillor Mared Eastwood, Cabinet Member for Education, Welsh Language, Culture and Leisure and Chief Officer (Education & Youth)

Senior Manager (Inclusion and Progression) (for minute number 6)

Senior Manager (School Improvement) (for minute numbers 7 and 8)

Senior Primary Learning Adviser (for minute number 8)

### **IN ATTENDANCE:**

Overview & Scrutiny Facilitator and Democratic Services Officer

## **1. APPOINTMENT OF CHAIR**

The Facilitator advised that at the Annual Meeting, Council determined that the Labour Group would chair this Committee. The Committee was advised that Councillor Teresa Carberry was the Chair of the Committee for the municipal year.

### **RESOLVED:**

That the appointment of Councillor Teresa Carberry as Chair of the Committee be noted.

## **2. APPOINTMENT OF VICE CHAIR**

Councillor Gladys Healey nominated Councillor Carolyn Preece as Vice-Chair of the Committee. This was seconded by Councillor Mel Buckley.

There were no other nominations.

### **RESOLVED:**

That Councillor Carolyn Preece be appointed Vice-Chair of the Committee.

### **3. DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**

None were received.

### **4. MINUTES**

The minutes of the meeting held on the 23 March 2023 were approved as moved and seconded by Councillor Gladys Healey and Councillor Dave Mackie.

#### **RESOLVED:**

That the minutes of the meeting held on 23 March 2023 be approved as a correct record and signed by the Chair.

### **5. FORWARD WORK PROGRAMME AND ACTION TRACKING**

In presenting the report, the Overview & Scrutiny Facilitator outlined the items which were being presented to the annual joint meeting with the Social & Health Care Overview & Scrutiny Committee on the 29 of June. Referring to the Forward Work Programme she confirmed there was one change, the GwE Annual Report, which was now being presented to the September meeting of the Committee.

The Chief Officer (Education & Youth) said she hoped to bring three additional items to the July meeting, these were Healthy Schools, the School Meals Services and an update on the IT issues around the PSPA and national infrastructure.

The Overview & Scrutiny Facilitator referred to the Action Tracking Report confirming that most of the actions had been completed. Referring to the School Parking Task & Finish Group, she confirmed that an email had been sent seeking nominations to both the Environment & Economy and Education Youth & Culture Overview & Scrutiny Committees. Cabinet had been supportive of the formation of the Task & Finish Group but had suggested that the membership should cover a number of areas across Flintshire and include rural and urban areas. This was currently being reviewed and the Overview & Scrutiny Facilitator would be contacting Members with information on the first meeting of the Task & Finish Group once formalised.

Councillor Andrew Parkhurst referred to the response provided to his questions raised during the last meeting on the Council Plan 2023/28 Development report around fixed term and permanent exclusions. He thanked officers for the response but said that it did not answer the questions he had raised. He explained that his questions had been around the baseline figures for 2021/22. The Senior Manager (Inclusion & Progression) suggested that she provide this information as part of the discussion on the Attendance & Exclusion report later in the meeting.

The recommendations, as outlined within the report, were moved by Councillor Dave Mackie and seconded by Councillor Gladys Healey.

## **RESOLVED:**

- (a) That the Forward Work Programme be noted;
- (b) That the Facilitator, in consultation with the Chair of the Committee, be authorised to vary the Forward Work Programme between meetings, as the need arises; and
- (c) That the progress made in completing the outstanding actions be noted.

## **6. ATTENDANCE & EXCLUSIONS**

Introducing this report, the Chair commented that the figures may seem concerning, but this was not just a Flintshire issue, it was a national one. Children were finding it difficult to re-engage with education with some not wanting to go back to school. Schools were working hard to address those problems with creative working and establishing better links with the Education Welfare Service and GwE.

In presenting the report the Senior Manager (Inclusion & Progression) provided an overview of the key points for 2021/22, which were based on the data held in Flintshire as the national data from Welsh Government (WG) had been paused during the Covid restrictions. Attendance in Flintshire remained below pre-pandemic levels which was a concern across all authorities with officers and schools working hard to re-engage with those learners. Flintshire had a slight rise in attendance levels across primary schools with a drop in secondary schools, because of high levels of anxiety and mental health difficulties. Illness was still the main criteria for absence and discussions had been held with Head Teachers to ensure they challenged parents appropriately on whether, or not, to accept the reasons given for their child's absence. The lack of availability of school nurses was challenging and work was ongoing with health colleagues to ensure that appropriate provision was made in schools.

The Senior Manager referred to point 1.04 of the report which highlighted the creative ways that some secondary schools were working to help pupils to make that first step back into education, with alternative provision provided in schools and in external community sites such as the Community Hub. Schools were not able to do this alone and point 1.05 of the report provided information on the range of services who were working to support them. Referring to the previous 2019 Estyn Report, the Senior Manager provided an update on the pupil data for attendance and the targeted interventions with those pupils who were at risk of reduced attendance or exclusion. An example was given of the piloted work from years 6 to 7 which had resulted in attendance levels being maintained with an overview of the changes made located at point 1.07 in the report.

The Senior Manager confirmed the Fixed Penalty process had been re-established this year and used to support attendance. 10 Fixed Penalty Notices had been issued with some progressing to court proceedings and been upheld. It was hoped that this would impress upon parents that attendance was important and taken seriously by schools and the local authority. Attendance levels were concerning with mental health and anxiety the biggest challenge moving forward and she provided information on the different services supporting schools which included CAMHS.

Trauma Informed Practice was being promoted across schools and services to support an understanding of the challenges faced by young people during the pandemic and the long-lasting impacts of it together with other social factors. Referring to the data received from WG the authority was currently in the upper quartile of attendance nationally at 4<sup>th</sup> and 5<sup>th</sup> position for this academic year, which was promising compared with the levels pre-covid.

The Senior Manager also referred to resources, explaining that there was a current financial pressure on the Inclusion and Progression Service because of the increased numbers of requests from schools for pupils to receive individualised home tuition plans. Prior to the pandemic the number was around 30 but this had risen to 90 individuals requiring that high level of individualised support. This was a significant pressure, with the service utilising grant funding currently, but this was highlighted as a financial pressure moving forward.

In response to a question raised by Councillor Gladys Healey around the number of attendance officers across Flintshire, the Senior Manager confirmed there were 6 Education Welfare Officers and 3 Education Support Officers in the team at present. Councillor Healey also suggested that the Home-Schooling Officer be invited to attend a future meeting of the Committee to give an outline their work and the support they provided to these pupils.

In response to the question from Councillor Dave Mackie on the collection of data from Head Teachers, the Chief Officer (Education & Youth) outlined the process undertaken around fixed term and permanent exclusions. There were key stages that the school had to follow, which included the reason(s) for that exclusion which were recorded and coded under a range of categories. Following discussions at the Head Teacher Federations, officers and Head Teachers reviewed the policies and intervention strategies and worked to develop new approaches to strengthen procedures and support Head Teachers when managing these difficult situations.

The Senior Manager (Inclusion & Progression) advised that following discussions with the Secondary Head Federation, meetings had been held with secondary Head Teachers to discuss these challenges, unpick the reasons and situations in each school to enable a better understanding of the challenges across Flintshire schools and then to look at solutions. An outline was given of the Trauma Informed Practice sessions held with Head Teachers on how this could be embedded across the schools and enable best practice to be shared. A group had been established to understand what was needed to provide that wrap around support to those pupils who had been permanently excluded to enable them to be successful. A similar exercise would be undertaken with the primary sector.

In response to Councillor Mackie's comments around potentially fast-tracking processes to enable the best outcome for the child, the Senior Manager explained that robust processes were in place to ensure that there were equal opportunities for every child with a clear process to support professionals in making the best decision for each individual child. The team tried to be as creative and responsive as possible within the requirements of the Additional Learning Needs (ALN) reforms, which was an integral requirement for the authority and all schools.



In response to a question from Councillor Jason Shallcross, the Senior Manager advised that the decline in attendance was across all schools and was not related to deprivation. This was a national trend across the Country.

Councillor Carolyn Preece commended the team especially as Flintshire was in the top quartile across Wales which proved that the strategies being put in place were working, especially the Belonging Strategy.

In response to questions from Councillor Andrew Parkhurst around the figures for exclusions in Table 4 and 5 of the report and the Council Plan, considered at the previous meeting, the Senior Manager suggested that information on the baseline data for 2020-21 and how this varied to the data in the Council Plan, be circulated following the meeting.

Councillor Parkhurst also asked if within the exclusion data, there was a breakdown between looked after children and other children. The Senior Manager confirmed that a report on looked after children would be presented to the Committee at its joint meeting with the Social & Health Care Overview & Scrutiny Committee in June. She explained that in the exclusion analysis pupils were flagged if they were looked after children or had additional learning needs and that this information could be collated. She outlined the role of the Manager within the Inclusion Service who had responsibility for looking at data for looked after children to establish if any of those pupils could be targeted to receive additional support. She agreed to collate that information to enable a comparison to be made.

In response to comments around the recommendations made within the Sir Alasdair McDonald report, the Senior Manager reported that the recommendations had been discussed within the portfolio and with colleagues in Social Services. An Action Plan had been drawn up outlining the requirements to move towards the report recommendations. She referred to the application for grant funding which had been refused because the model was based on a vulnerable learner model rather than a distinct looked after children model. Discussions had been held with Welsh Government (WG) who had refused to move on this until after the current three-year funding period had expired. Hopefully after this period there would be additional grant funding available to support the virtual school model as it is expensive and more information would be provided at the joint meeting in June. She agreed with Councillor Parkhurst that every looked after child should have a personal education plan and work was ongoing with colleagues in Social Services to ensure the plans were highly detailed.

The Chief Officer outlined the frustration around the unsuccessful bid to WG, which she felt had been sustainable. She explained that a Virtual Head Teacher was a significant resource implication and that the pilot funding was only short-term funding. It was identified that this posed a financial risk to the local authority and a cost pressure should that funding cease and WG could not confirm that there would be long term funding as this was a pilot. In the meantime, an Action Plan had been put in place together with a dedicated Senior Manager to progress within the resources that were available.

In response to concerns raised by Councillor Bill Crease around the number of

pupils who were not in school, the Senior Manager referred to unauthorised absences and advised that there was a high level of challenge by Head Teachers when the reason provided by the parent or carer was unacceptable. This enabled the school to progress this down the fixed penalty route as it provided the evidence to support this. Whilst the figures were concerning it did show that there was greater challenge, and that Head Teachers were not accepting a response the parent had made where they felt it was not appropriate.

The Chief Officer said the safeguarding of young people was something the portfolio took seriously, and the Inclusion team were visiting schools very frequently and cross-referencing other information around a particular young person or family and where there were safeguarding concerns they would be followed through. The Senior Manager agreed saying safeguarding was an integral part of the Education Welfare Service and advised that there was also a dedicated officer for children missing in education who worked closely with the community, schools and family engagement officers.

Councillor Dave Mackie, in referring to the comments previously made by Councillor Preece, suggested that an additional recommendation be added as follows:-

- That the Committee were pleased to learn that the attendance figures for Flintshire schools were within the upper quartile in terms of comparative data across Wales.

The recommendation, as outlined within the report, together with the additional recommendation suggested by Councillor Mackie was moved by Councillor Carolyn Preece and seconded by Councillor Mackie.

#### **RESOLVED:**

- (a) That the attendance and exclusion data for Flintshire schools and the actions undertaken by officers to support increased engagement and the safety and wellbeing of children and young people be noted; and
- (b) That the Committee were pleased to learn that the attendance figures for Flintshire schools were within the upper quartile in terms of comparative data across Wales.

## **7. SUPPORTING SERVICE CHILDREN IN EDUCATION**

In presenting the update report, the Senior Manager (School Improvement) confirmed this followed a report which had been presented to the Committee in December 2021 and included information on the national and local work being undertaken to support service children in schools.

The Senior Manager reported that the authority worked closely with Supporting Service Children in Education (SSCE) Cymru, and the Welsh Local Government Association (WLGA) and she was pleased that Jane Borthwick (Senior Primary Learning Adviser) was present at the meeting. She explained that the Senior Primary

Learning Adviser led on this, working closely with schools, SSCE and the Regional Schools Liaison Officer and through this work it was possible to maximise the grant funding which supported professionals in schools to better understand their roles in supporting service children. This also enabled resources and engagement activities for those learners. Although there was only a small amount of funding available, it was possible to see the positive impact that this was making. The Senior Manager provided information on the work carried out over the last three years to understand the needs of service children and enabled targeted support to be provided.

The Senior Primary Learning Adviser commented on the excellent day held at Ty Calon in Deeside which was attended by several schools with children from the age of 5 to 11 enjoying playing games together. It was also pleasing to see service parents attending too. Following on from this event a pen pal project was being set up so that the children could keep in touch, especially those moving up to high school. Work was continuing to raise the profile of service children in education and to provide support to them and their families. This was very positive, and another event had been arranged for June at Flint High School with more secondary learners taking part.

Councillor Bill Crease thanked officers for the report and was pleased to see the positive impact the support had made to service children and provided an outline of his own personal experience.

The Chief Officer thanked the Senior Manager and Senior Primary Learning Adviser for their work with service children in schools. She also extended an invitation to Members of the committee who would like to attend the event in June and the Senior Primary Learning Adviser agreed to liaise with the Overview & Scrutiny Facilitator to circulate the information to Members.

The Senior Primary Learning Adviser also offered the opportunity for Members to join the meetings which were held with the other stakeholders. Councillor Dave Mackie and the Chair put their names forward.

The recommendation, as outlined within the report, was moved by Councillor Gladys Healey and seconded by Councillor Arnold Woolley.

### **RESOLVED:**

That the Committee confirms that it had received an appropriate level of assurance regarding the work of the Education & Youth Portfolio in supporting schools who have Service children.

## **8. TACKLING INEQUALITY**

In presenting the report, the Senior Manager (School Improvement) explained that the report provided an overview of the impact of poverty and the achievement gap for learners across Wales between those from more affluent households with those from more disadvantaged backgrounds. This had been a challenge across Wales for many years and had been highlighted since the pandemic with Tackling Poverty and Disadvantage a key theme for the portfolio in the Council Plan for 2023/28.

The Senior Manager referred Members to section 1 of the report which highlighted the national indicators which measured progress and the key findings from the recent research on the impacts of educational inequalities. Point 1.07 in the report provided information on the national focus and the research from the impacts of the pandemic, with points 1.08 and 1.09 providing information on how schools were able to use the Pupil Development Grant to access funding to support these pupils. Estyn were evaluating how schools used this funding and the authority had a strong profile in this regard. The Senior Manager then reported on the examples of good practice from the Adult Community Learning Team, the Healthy Schools Team and the commitment for all primary school children to receive a free school meal by 2024.

In response to a question from Councillor Dave Mackie, the Senior Manager agreed that ensuring that correct information was available to enable the authority to undertake support effectively was important. Comparing England with Wales was difficult as Wales had slightly different processes, outcomes, examination processes and the new curriculum. The key theme was that both nations needed to improve with both starting from a point of disadvantage with learners having more barriers and not achieving the same levels as those learners who were not disadvantaged. Welsh Government (WG) had revisited this and were looking at ways to accelerate progress across Wales.

Councillor Andrew Parkhurst referred to the ONS data which stated that disadvantaged children who had the same educational qualifications did not achieve the same in terms of higher wages and opportunities later in life. The reason seemed to be the engagement with the labour market, and he wondered if more could be done with regard to work experience and engagement with industry to enable disadvantaged children to obtain the social skills together with education to enable them to succeed.

The Senior Manager agreed with the comments made by Councillor Parkhurst saying work was being undertaken to revisit all these areas, linking with colleagues across North Wales on the Regional Skills Partnership Board, the Post 16 Learning Advisor and Secondary Heads Federation. This would enable a better understanding of the labour market, job opportunities and career aspirations which also included the Seren Network for progression to university for more able learners. It was also proposed to build stronger links with the Regional Skills Partnership Board to ensure Flintshire had stronger representations to work with schools. She agreed to provide an update to Committee on this work to a future meeting.

The Chief Officer reported that this was discussed recently at a Regional Skills Partnership meeting and was a high priority for the portfolio. The report demonstrated that this was a national issue, and the Council was looking at what could be done locally to address it. Schools were not able to do this on their own and the report highlighted the range of strategies the Council was trying to adopt to support schools. This started in the classroom with high quality teaching for every learner which met their individual needs. She referred to school improvement and the work with GwE to constantly raise the quality of teaching in classrooms to enable pupils to achieve their qualifications and ensure they were supported along their pathways to apprenticeships, college, university or the world of work. The work of the Adult Community Learning was another key strategy which supported young people as well as families and parents

with opportunities for educational engagement to enable them to progress in their working lives.

Mrs Lynne Bartlett referred to the third paragraph on page 54 of the report which highlighted the number of pupils on free school meals and asked if the reasons for the increase were known. Previously the funding received by Flintshire was based on the level of high employment and she was concerned that Flintshire was now near the average in Wales in terms of free school meals. There was increased levels of poverty in Flintshire and asked should more funding be received to support this.

In response the Chief Officer said the reasons for the increase in free school meals was varied with aspects of employment, families struggling, the cost-of-living crisis and the price of food. It was for the portfolio to ensure the contributions were made strategically through its policies to support schools and ensure that dialogue was live in their schools.

Councillor Bill Crease spoke of his personal experience and the understanding that education was the main way of moving away from a deprived environment. He said that this was not just about poverty but that aspiration to work to get something better had been lost from a generation of parents and grandparents. A large part of the problem sat outside school and engagement had to be made with parents, grandparents and carers on this long path. He explained that Wales and Scotland received more money through the Barnett Formula than England so it was about engaging with people and society as a whole and would not be resolved until that was tackled.

Mrs Lisa Allen felt the Covid pandemic had highlighted the lack of accessibility of books, computers, internet access, quiet study spaces, safe places to sleep and availability of food at home. She asked if more community led approaches had been considered and that family learning was also key to breaking down inter-generational issues. She referred to the school uniform swap shop at her local school which was helping parents. With regard to universal free school meals, she asked if there were concerns around the drop in that grant funding and what was being put in place to ensure that did not happen and were parents aware that they were still required to apply for that grant funding.

The Senior Manager responded that a report on adult engagement activities would be presented by the Adult Learning Team at the July meeting, and she outlined what would be covered in this report. Free school meals were linked to the Pupil Development Grant and parents were encouraged to keep applying.

The Chief Officer said that this was a risk for the portfolio. The Welfare Benefits Team supported parents in obtaining all the benefits that they were entitled to which included free school meals. Communication on this would be continuing via the Council's social media platform and website to promote those key messages because if the free school meal entitlement figure dropped it would impact the funding that the schools received. Across Flintshire schools there was a long and proud tradition of Family Learning and engagement taking place in schools and the Adult Learning Partnership was providing extra opportunities for parents. Referring to school uniform she reported that WG had issued guidance to reduce the cost of school uniform by

removing logos and schools were being encouraged to take notice of this and provided information on the linking up of community-based school uniform exchange schemes. Discussions were being held with Streetscene colleagues to enable the collection of unwanted uniform from people's homes or Housing Recycling Centres with an application for funding made to WG via the circular economy to support this. These items would be collected by Streetscene and then washed, sorted and batched by NEWydd to be re-distributed to schools. During the pandemic, the portfolio had been acutely aware of families who were not able to access devices or broadband and through the work of the Senior Primary Learning Adviser schools were able to loan equipment and MiFi devices which enabled them to access Wi-Fi too. The Council's Digital Strategy was a key strand in tackling poverty to enable pupils to access these devices to support their education. Members were referred to point 1.10 in the report which outlined how important it was to understand how the school day, year or events impacted families who were in poverty. The Children's Commissioner had promoted the "Ask Ceri" campaign for schools to stop and think when planning events, trips, proms etc. to understand how these events impacted families in poverty.

Councillor Carolyn Preece said it was an awful situation and she was keen to see the impacts of the "ask Ceri" campaign in schools. She asked if it was possible to have a follow up report next year outlining the impacts of that campaign.

The recommendation, as outlined within the report, was moved by Councillor Gladys Healey and seconded by Councillor Arnold Woolley.

**RESOLVED**

That the Committee confirms that it had received an appropriate level of assurance regarding the work of the Education & Youth Portfolio in supporting schools to tackle the impact of poverty and disadvantage on their learners.

**9. MEMBERS OF THE PRESS IN ATTENDANCE**

There were no members of the press in attendance.

(The meeting started at 2.00 p.m. and ended at 3.48 pm)

.....  
**Chair**



## EDUCATION YOUTH & CULTURE OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 13 <sup>th</sup> July, 2023
<b>Report Subject</b>	Forward Work Programme and Action Tracking
<b>Report Author</b>	Overview & Scrutiny Facilitator
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

Overview & Scrutiny presents a unique opportunity for Members to determine the Forward Work programme of the Committee of which they are Members. By reviewing and prioritising the Forward Work Programme Members are able to ensure it is Member-led and includes the right issues. A copy of the Forward Work Programme is attached at Appendix 1 for Members' consideration which has been updated following the last meeting.

The Committee is asked to consider, and amend where necessary, the Forward Work Programme for the Education Youth & Culture Overview & Scrutiny Committee.

The report also shows actions arising from previous meetings of the Education Youth & Culture Overview & Scrutiny Committee and the progress made in completing them. Any outstanding actions will be continued to be reported to the Committee as shown in Appendix 2.

### RECOMMENDATION

1	That the Committee considers the draft Forward Work Programme and approve/amend as necessary.
2	That the Facilitator, in consultation with the Chair of the Committee be authorised to vary the Forward Work Programme between meetings, as the need arises.
3	That the Committee notes the progress made in completing the outstanding actions.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE FORWARD WORK PROGRAMME AND ACTION TRACKING</b>
1.01	Items feed into a Committee's Forward Work Programme from a number of sources. Members can suggest topics for review by Overview & Scrutiny Committees, members of the public can suggest topics, items can be referred by the Cabinet for consultation purposes, or by County Council or Chief Officers. Other possible items are identified from the Cabinet Work Programme and the Improvement Plan.
1.02	<p>In identifying topics for future consideration, it is useful for a 'test of significance' to be applied. This can be achieved by asking a range of questions as follows:</p> <ol style="list-style-type: none"><li>1. Will the review contribute to the Council's priorities and/or objectives?</li><li>2. Is it an area of major change or risk?</li><li>3. Are there issues of concern in performance?</li><li>4. Is there new Government guidance of legislation?</li><li>5. Is it prompted by the work carried out by Regulators/Internal Audit?</li><li>6. Is the issue of Public or Member concern?</li></ol>
1.03	In previous meetings, requests for information, reports or actions have been made. These have been summarised as action points. Following a meeting of the Corporate Resources Overview & Scrutiny Committee in July 2018, it was recognised that there was a need to formalise such reporting back to Overview & Scrutiny Committees, as 'Matters Arising' was not an item which can feature on an agenda.
1.04	It was suggested that the 'Action tracking' approach be trialled for the Corporate Resources Overview & Scrutiny Committee. Following a successful trial, it was agreed to extend the approach to all Overview & Scrutiny Committees.
1.05	The Action Tracking details including an update on progress is attached at Appendix 2.

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	None as a result of this report.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	In some cases, action owners have been contacted to provide an update on their actions.



<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	None as a result of this report.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 – Draft Forward Work Programme Appendix 2 – Action Tracking for the Education Youth & Culture OSC.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Minutes of previous meetings of the Committee as identified in Appendix 2.  <b>Contact Officer:</b> Ceri Shotton Overview & Scrutiny Facilitator <b>Telephone:</b> 01352 702305 <b>E-mail:</b> <a href="mailto:ceri.shotton@flintshire.gov.uk">ceri.shotton@flintshire.gov.uk</a>

<b>7.00</b>	<b>GLOSSARY OF TERMS</b>
7.01	<b>Improvement Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government (Wales) Measure 2009 to set Improvement Objectives and publish an Improvement Plan.

This page is intentionally left blank

**CURRENT FWP**

Date of meeting	Subject	Purpose of Report	Scrutiny Focus	Responsible / Contact Officer
<p><b>Thursday 14<sup>th</sup> September, 2023</b></p> <p>2.00pm</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 19</p>	<p><b>Annual Report from Regional School Improvement Service, GwE</b></p> <p><b>Self-Evaluation Report Education Services 2022-23</b></p> <p><b>School Reserves Year Ending 31 March 2023</b></p>	<p>To receive an update on the support provided by the regional school effectiveness and improvement service, GWE and its impact on schools.</p> <p>To update Members on overall service performance 22-23 and Learner Outcomes from 2022.</p> <p>To provide the Committee with details of the closing balances held by Flintshire schools at the end of the financial year.</p>	<p>Assurance Monitoring</p> <p>Assurance Monitoring</p> <p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth) and Managing Director of GwE</p> <p>Chief Officer (Education &amp; Youth)</p> <p>Strategic Finance Manager - Schools</p>
<p><b>Thursday 19<sup>th</sup> October, 2023</b></p> <p>2.00pm</p>	<p><b>Summer Play Scheme</b></p>	<p>Update on Summer play scheme</p>	<p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth), and Senior Manager Youth Services</p>
<p><b>Thursday 30<sup>th</sup> November, 2023</b></p> <p>2.00pm</p>	<p><b>Council Plan 2023-24 Mid-Year Performance Reporting</b></p>	<p>To review the levels of progress in the achievement of activities and performance levels identified in the Council Plan.</p>	<p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth)</p>

	<p><b>Feedback from Youth Justice Service Peer review</b></p> <p><b>Sustainable Learning Communities update</b></p>	<p>To Provide Members with an overview of the outcomes from the recent peer review</p> <p>To update Members on the progress made with the Wales Government’s sustainable learning communities programme</p>	<p>Assurance Monitoring</p> <p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth), and Senior Manager Youth Justice Service</p> <p>Chief Officer (Education &amp; Youth), and Senior Manager School Place Planning &amp; Provision</p>
<p><b>Thursday 1<sup>st</sup> February, 2024</b></p> <p><b>2.00pm</b></p>				
<p><b>Thursday 21<sup>st</sup> March, 2024</b></p> <p><b>2.00pm</b></p>	<p><b>Anti-Racist Wales Action Plan</b></p>	<p>To update on how the Council is meeting the requirements of the Welsh Government Anti-racist Wales Action Plan in line with the development of the new Curriculum for Wales.</p>	<p>Assurance Monitoring</p>	<p>Senior Manager for School Improvement</p>
<p><b>Thursday 30<sup>th</sup> May, 2024</b></p> <p><b>2.00pm</b></p>	<p><b>Attendance and Exclusions</b></p>	<p>To provide Members with an overview of school attendance and exclusions and the role of the Portfolio’s support services in this area.</p>	<p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth), and Senior Manager Inclusion Services</p>
<p><b>Thursday 27<sup>th</sup> June, 2024</b></p> <p><b>Joint meeting with S&amp;HC OSC - 2.00pm</b></p>	<p><b>Safeguarding in Education including Internet Safety and Social Media</b></p>	<p>To provide an update on the discharge of statutory safeguarding duties in schools and the Education portfolio. To include information on Relationship and Sexual Education and how this was contributing to reducing harm.</p>	<p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth) and Healthy Schools Practitioner</p>

Page 2	<p><b>Additional Learning Needs and Education Tribunal (Wales) Act 2018</b></p>	<p>To outline the approach to the identification and commissioning of post 16 education for Flintshire young people.</p>	<p>Assurance Monitoring</p>	<p>Senior Manager – Inclusion &amp; Progression</p>
	<p><b>Children Looked After in Flintshire</b></p>	<p>To provide an update on the provision for Looked After Children. And to provide an update on the challenges, positive working and how young people were supported through the pilot to provide funding directly to looked after children leaving care.</p>	<p>Assurance Monitoring</p>	<p>Senior Manager – Inclusion &amp; Progression</p>
	<p><b>Social Media and Internet Safety</b></p>	<p>To provide Members with an update on the Portfolio’s Social Media and Internet Safety policy and provision.</p>	<p>Assurance Monitoring</p>	<p>Learning Adviser - Health, Well-being and Safeguarding</p>
<p><b>Thursday 11<sup>th</sup> July, 2024</b></p> <p><b>2.0pm</b></p>	<p><b>Council Plan 2023-24 Year-End Performance</b></p>	<p>To review the levels of progress in the achievement of activities and performance levels identified in the Council Plan.</p>	<p>Assurance Monitoring</p>	<p>Chief Officer (Education &amp; Youth)</p>

**INFORMATION REPORTS/BRIEFING PAPERS TO BE CIRCULATED TO THE COMMITTEE**

Item	Purpose of information report	Month
Health & Safety in Schools	Information report on accidents during the academic year and the actions taken to support schools in achieving healthy and safe environment.	December
Parking Outside Schools	To provide information from the Highways Team on legislation around parking outside schools and the mechanism in place for joint working with the Police and Schools.	-
Policies for dealing with bullying in schools	To provide information on School Policies for dealing with instances of bullying.	-

12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22

**Items to be scheduled**

Recycling School Uniforms – **Referred to the Committee from the Environment & Economy OSC.**

- Tackling the Impact of Inequality on Education Outcomes – to include information on work being undertaken linking with colleagues across North Wales and the regional skills board partnership to better understand the labour market, job opportunities and career aspirations – **suggested at May 2023 meeting.**
- Tackling the Impact of Inequality on Education Outcomes – specific report around the ‘Ask Ceri’ resource and what impact this was having following its re-launch – **suggested at May 2023 meeting.**

**REGULAR ITEMS**

<b>Month</b>	<b>Item</b>	<b>Purpose of Report</b>	<b>Responsible / Contact Officer</b>
<b>February/ March</b>	<b>School Modernisation</b>	To update Members on the progress made with School Modernisation.	Senior Manager School Planning & Provision
<b>May</b>	<b>Attendance &amp; Exclusions</b>	To provide Members with an overview of school attendance and exclusions and the role of the Portfolio's support services in this area.	Chief Officer (Education & Youth)
<b>September</b>	<b>Self-evaluation on education services &amp; learner outcomes</b>	To update Members on overall service performance including Learner Outcomes.	Chief Officer (Education & Youth)
<b>June</b>	<b>Additional Learning Needs</b>	To update members on the implementation of national ALN reforms in schools and the role of the Portfolio's support services in this area.	Senior Manager – Inclusion & Progression
<b>September</b>	<b>Regional School Effectiveness and Improvement Service (GwE)</b>	To receive an update on progress with the development of the regional school effectiveness and improvement service, to include a presentation from the Chief Officer of GwE.	Chief Officer (Education & Youth) & GwE Senior Officers
<b>September</b>	<b>School Balances</b>	To provide the Committee with details of the closing balances held by Flintshire schools at the end of the financial year.	Finance Manager
<b>Annually</b>	<b>Learning from the School Performance Monitoring Group (SPMG) -</b>	To receive the annual report on progress and learning from the SPMG.	Senior Manager – School Improvement;
<b>Annually</b>	<b>Social Media &amp; Internet Safety - now part of Safeguarding Report to the Joint Scrutiny Committee</b>	To receive an annual report assurance/monitoring.	Healthy Schools Practitioner

This page is intentionally left blank



**ACTION TRACKING FOR THE EDUCATION, YOUTH & CULTURE OVERVIEW & SCRUTINY COMMITTEE**

Meeting Date	Agenda item	Action Required	Action Officer(s)	Action taken	Timescale
23.03.2023	5. School Parking	In line with recommendation (c), that Members of the Education, Youth & Culture OSC and Environment & Economy OSC be contacted to seek nominations to sit on the Task & Finish Group.	Ceri Shotton	E-mail seeking nominations sent on 24.04.2023  Dates for first meeting being considered.	Ongoing
11.05.2023	6. Forward Work Programme	Claire Homard referred to the 'list of items to be scheduled' on the FWP and said that she had contacted the relevant officers to enquire about bringing the following reports to the July meeting:-  <ul style="list-style-type: none"> <li>• Healthy Schools</li> <li>• School Meals Service</li> <li>• PSPA – and any other national infrastructure challenges that have impacted on schools</li> </ul>	Vicky Barlow Steve Jones Aled Griffiths	Items included on Agenda for 13.07.2023 meeting.	Completed
11.05.2023	7. Attendance & Exclusions	Cllr Gladys Healey suggested that the Home-Schooling Officer be invited to a future meeting of the Committee to outline the work and support being provided.	Claire Homard / Ceri Shotton	To be invited as part of the future Attendance & Exclusion report to the Committee.	Ongoing.
11.05.2023	7. Attendance & Exclusions	Cllr Andrew Parkhurst asked how the exclusion figures in tables 4 and 5 of the report compared to the figures presented within the Council Plan at	Jeanette Rock	Data circulated to Members of the Committee on 20.06.23.	Completed

		<p>the meeting held on 23 March 2023. He also asked whether there was a breakdown of exclusions for looked after children and their non looked after peers. Jeanette Rock said that she would look at the Council Plan data and provide a response following the meeting.</p> <p>She also reported that as part of the exclusion data, information was collated on pupils who were looked after or had additional learning needs. She suggested that this information be provided following the meeting.</p>	Jeanette Rock	Data circulated to Members of the Committee on 20.06.23.	Completed
11.05.2023	9. Tackling the Impact of Inequality on Educational Outcomes	In response to a suggestion that further engagement with industry was needed, Vicky Barlow advised that work was being undertaken, linking with colleagues across North Wales and the regional skills board partnership to better understand the labour market, job opportunities and career aspirations and suggested that a future update on this work be presented to the Committee.	Vicky Barlow / Ceri Shotton	Item added under 'Items to be scheduled' on FWP to be scheduled for future meeting date.	Completed
11.05.2023	9. Tackling the Impact of Inequality on Educational Outcomes	Cllr Carolyn Preece suggested that a report on the 'Ask Ceri' resource and what impact this was having following its re-launch be provided at a future meeting of the Committee.	Vicky Barlow / Ceri Shotton	Item added under 'Items to be scheduled' on FWP to be scheduled for future meeting date.	Completed

## ACTION TRACKING

## APPENDIX 2

29.06.2023	4. Provision for Children who are Looked After (CLA/LAC)	Cllr Hilary McGuill sought assurance that the 4 children who had left school and did not transfer to education, employment or training (NEET) were being supported. Jeanette Rock agreed to provide information on the 4 children following the meeting.	Jeanette Rock		
29.06.2023	5. Help and Support for Looked After Children and Care Leavers	In response to a question from Cllr Hilary McGuill on how many care leavers in Flintshire were taking part in the Basic Income Pilot, Craig Macleod agreed to provide this information following the meeting.	Craig Macleod	Information circulated to Members via e-mail on 30.06.23.	Completed
29.06.2023	5. Help and Support for Looked After Children and Care Leavers	Following a number of comments from Members, it was agreed that the Facilitator feedback to the Democratic Services Manager, the request for an all Member workshop on Corporate Parenting to be arranged. The Leader of the Council suggested that this be held prior to the August recess.	Steven Goodrum	An all Member Corporate Parenting Session has been arranged for Friday 21 <sup>st</sup> July at 10am.  The session will be held remotely via zoom.  All Members notified via e-mail on 30.06.2023.	Completed
29.06.2023	5. Help and Support for Looked After Children and Care Leavers	Members also requested that consideration be given to Corporate Parenting training be compulsory for all Members in the future.	Steven Goodrum		
29.06.2023	6. Safeguarding in Education including Internet	Vicky Barlow suggested that the link to Hwb – Digital Communities Wales be	Vicky Barlow / Ceri Shotton	Copy of link circulated to Members via e-mail on 30.06.23.	Completed

	Safety and Social Media	circulated to Members via the Facilitator following the meeting.			
--	-------------------------	--	--	--	--



## EDUCATION, YOUTH & CULTURE OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 13 <sup>th</sup> July 2023
<b>Report Subject</b>	Adult Community Learning (ACL) within the North East Wales Adult Community Learning Partnership
<b>Cabinet Member</b>	Cabinet Member for Education, Welsh Language, Culture and Leisure
<b>Report Author</b>	Chief Officer (Education & Youth)
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

This report is to provide members with an update on progress being made against the recommendations made by Estyn in their May 2022 inspection of the North East Wales Adult Community Learning Partnership. Adult Learning in Flintshire is delivered in partnership with Wrexham local authority.

Estyn judged the Partnership to be well led, with strong support from both local authorities in delivering provision for adults in the community across Flintshire and Wrexham. They found that leaders set very high aspirations for the partnership, the providers and for learners. The vision for the partnership is ambitious, and reflects Welsh Government policies for community learning.

The findings of the inspection mean that there is no requirement for any follow up by Estyn during this inspection cycle.

Estyn invited the Partnership to prepare two case studies. The first was on its work in relation to family learning and the second on establishing a new Adult Learning Community partnership. These have been published on Estyn's website.

Estyn recognised that the Partnership understands its own strengths and areas for improvement and has clear quality improvement planning processes. Areas for improvement are identified appropriately, including more consistent approaches to quality assuring teaching and learning across the wider Partnership and developing a data management system to track outcomes and learner progression that will support the rapid growth of learners accessing provision.

There were four recommendations from the inspection:

**R1** Increase opportunities for adult learning in the community bilingually and through the medium of Welsh

**R2** Track, monitor and evaluate learners' long-term progress through the partnership's provision

**R3** Develop a partnership approach to self-evaluation and improvement of learning and teaching across all the partnership's provision

**R4** Improve opportunities for learners to receive advice and guidance about joining the partnership's provision

## RECOMMENDATIONS

1	The Committee is asked to note the progress made against the Estyn Inspection recommendations and be assured by the rigour of improvement planning and evaluation within the Partnership.
---	---

## REPORT DETAILS

<b>1.00</b>	<b>RECOMMENDATIONS FROM THE ESTYN INSPECTION 2019</b>
1.01	<p><b>R1</b> Increase opportunities for adult learning in the community bilingually and through the medium of Welsh.</p> <p>The Partnership audits the provision through the medium of Welsh for adult learning in the community every quarter, working closely with key partners in North East Wales including Coleg Cambria and Adult Learning Wales.</p> <p>Throughout the commissioning process for all ACL lead providers, the ability to deliver courses and sessions through the medium of Welsh is an essential part of the process.</p> <p>Work is also undertaken with the National Centre for Learning Welsh. The National Centre for Learning Welsh, established in 2016, is responsible for all aspects of the Learn Welsh sector - from curriculum and course development to resources for tutors, marketing and e-learning. The Partnership therefore signposts and support learners to access courses through the Centre's provision.</p> <p>The aims are to ensure that current needs are being met, there is minimum duplication and progression pathways are built in to provision. Throughout 2022-23, the Partnership introduced two new courses through the medium of Welsh based on supporting Welsh medium primary to high school transition. Additional provision has also been added that addresses gaps in or enriches current provision. Two examples are Canu Shotton, a Welsh singing group for bilingual learners and an event organised for Welsh</p>

	<p>learners presented by a contemporary Welsh author who publishes almost exclusively in Welsh.</p> <p>Two additional Welsh medium courses have been planned for delivery throughout 2023 including employability skills and an introduction to the health and social care sector.</p> <p>The Partnership has been working with Adult Learning Wales to promote their Welsh for Speakers of Other Languages (WSOL) provision and ensured that learners had the support they needed to access this provision.</p> <p>The Partnership contributes to the Council's Welsh in Education Strategic 10-year Plan (WESP) and is an active member of the workforce development sub-group.</p>
1.02	<p><b>R2</b> Track, monitor and evaluate learners' long-term progress through the partnership's provision.</p> <p>During the second year of the Partnership, 1,969 learners attended courses funded through the CLG, this is an increase of 33% from the first year of the Partnership.</p> <p>The Partnership has developed its tracking, monitoring and evaluation of learners' long-term progress through the introduction of additional quarterly monitoring data points. This includes follow-up activities to track longer term progress. This has been actioned by adding capacity to the team through the appointment of a learner voice coordinator funded through an additional grant for learner voice activities. Progression is a core theme throughout all the activities undertaken.</p> <p>The Partnership has been developing a management information system for all partners to use to improve the tracking, monitoring and evaluation of a learner's journey. This will support the coordinator and follow-up of a learner's journey by live tracking data. The new system will be up and running for April 2024. Learners' progression pathways are a key outcome indicator for the Partnership. The progression pathways include progressing into employment or volunteering, further study or further engagement courses based on individual needs.</p>
1.03	<p><b>R3.</b> Develop a partnership approach to self-evaluation and improvement of learning and teaching across all the partnership's provision</p> <p>The Partnership produces an annual self-evaluation report for the Welsh Government which includes all core learning grant provision and summary reports on partners' provision. This is submitted in July.</p> <p>The establishment of a quality committee that has representatives from the three main providers for adult learning in the community ensures that approaches to quality assuring provision and subsequent evaluation reports feed into the overall Partnership systems and processes. The quality committee discusses approaches to quality assuring provision including learning and teaching. The Partnership has introduced a standardised session observation template that is used by all providers who are funded through the core learning grant.</p>

	<p>A partnership-wide learner voice framework has also been introduced that includes learners' feedback on learning and teaching, this is used to inform improvement planning. An example of a key message from learners was that they would like a greater number of courses being delivered online. The Partnership has responded by increasing the amount of online provision for 2023-24.</p>
1.04	<p><b>R4</b> Improve opportunities for learners to receive advice and guidance about joining the partnership's provision</p> <p>The effective use of social media platforms has continued. The post reach is monitored monthly. In the last 28 days for example, the post reach on Facebook was 1,497 and post engagement was 230. Twitter is aimed at engaging schools and professional partners.</p> <p>Learner voice feedback has affirmed that the majority of learners use social media to find out about courses and provision. In addition, the Partnership attends networking events to promote provision, for example, the recent Wellbeing and Employability event held in Connahs Quay and works with a wide range of partners to promote ACL.</p> <p>The Partnership is currently investigating the viability of designing an app.</p> <p>In order to reach those not on social media, the Partnership interacts and promotes its courses through a range of wider partners including the learning for wellbeing brochure, DWP network and in-person events such as the recently supported launch of Hwb Caergwre.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	<p>Welsh Government provides local authorities with funding for ACL and provides guidance on the use of the funding in an annual letter (Adult Community Learning Service Delivery Plans Guidance). The community learning grant (CLG) for 2023-24 is £265,418.</p> <p>Local authorities are required to submit an ACL service delivery plan and a strategic plan to Welsh Government annually. Local authorities must demonstrate that they are working in partnership with local providers to deliver adult learning in their area. The Welsh Government analyses and discusses these plans with the local authority.</p> <p>The Partnership is also very active in looking for additional funding to innovate and further enhance provision. This was noted by Estyn in their report.</p>
2.02	<p>The strategic responsibility for ACL provision within Flintshire sits within the Education and Youth Portfolio. The Community Learning Grant enables some provision for a co-ordinator role across both local authorities but this is not sufficient for the resource requirements of delivering an effective service. Capacity within the school improvement service was therefore, increased in 2021 to enable the portfolio to meet the growing</p>



	<p>demands of this valuable provision, through additional Learning Adviser support for Adult Learning.</p> <p>Estyn noted that senior officials and managers from both authorities play an important role in managing and overseeing the Partnership.</p>
--	---

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	<p>There are no specific risks arising from this report and subsequent actions. The Education Portfolio has a detailed risk assessment which outlines key risks related to the delivery of education services and method statements which describe how these risks are managed. These are regularly reported to the Education, Youth and Culture Overview &amp; Scrutiny Committee.</p> <p>The partnership has also established a quality committee to monitor and review the partnership's self-evaluation processes and evaluate outcomes across the partnership. The quality committee contains appropriate senior leader representation and membership from partnership organisations.</p>
3.02	<p><b>Anti-poverty Impact</b> – Flintshire County Council seeks to mitigate the impact of poverty through its partnership work programme. Adult Community Learning is key to delivering priorities which aim to support the wellbeing and mental health of citizens and to alleviate poverty and inequality.</p> <p>Adult Community Learning supports the Welsh Government's agenda for tackling poverty and its wellbeing agenda set out in the Well Being of Future Generations Act (Wales) (2015), particularly in meeting the needs of older learners.</p> <p>The Adult Community Learning Partnership seeks to contribute to this by supporting adult learners to have positive aspirations and to learn and achieve their potential. It will help ensure that specified groups of learners have access to a range of provision that will help them to develop the skills and knowledge to secure a better future for themselves.</p>
3.03	<p><b>Equalities Impact</b> – The 2019 inspection of Flintshire's education services undertaken by Estyn recognised good practice in provision for pupils' wellbeing and additional learning needs. This continues to be reflected in Flintshire's values, strategy, provision, and outcomes.</p> <p>The 2022 Estyn inspection of the ACL partnership identified that provision is focused on the needs of learners in their communities. The report provides assurance that "<i>senior leaders and partnership members' work closely to develop provision that focuses on hard-to-reach learners and those in need of considerable support before they can progress to more formal learning opportunities.</i>"</p>
3.04	<p>Use of the grant funding and quality of provision will continue to be monitored by the Flintshire and Wrexham ACL Partnership and by Welsh Government. Regular update reports will be provided to Education and</p>

	Youth Portfolio and an annual report to the Education, Youth and Culture Overview & Scrutiny Committee.
--	---

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
4.01	None required.

<b>5.00</b>	<b>APPENDICES</b>
5.01	None.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p>The priorities for the delivery of Adult Community Learning are set out in the Welsh Government Adult Learning in Wales (2017) guidance.  <a href="https://www.gov.wales/sites/default/files/publications/2018-08/adult-learning-in-wales.pdf">https://www.gov.wales/sites/default/files/publications/2018-08/adult-learning-in-wales.pdf</a></p> <p>Estyn Thematic Report/ Engagement work: Further education and adult learning in the community sectors update – autumn 2021  <a href="https://www.estyn.gov.wales/thematic-report/engagement-work-further-education-and-adult-learning-community-sectors-update">https://www.estyn.gov.wales/thematic-report/engagement-work-further-education-and-adult-learning-community-sectors-update</a></p> <p>Effective Practice; Establishing a new adult learning in the community partnership in Wrexham and Flintshire  <a href="https://www.estyn.gov.wales/effective-practice/establishing-new-adult-learning-community-partnership-wrexham-and-flintshire">https://www.estyn.gov.wales/effective-practice/establishing-new-adult-learning-community-partnership-wrexham-and-flintshire</a></p> <p>Effective Practice; Family Learning  <a href="https://www.estyn.gov.wales/effective-practice/family-learning">https://www.estyn.gov.wales/effective-practice/family-learning</a></p>

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Vicky Barlow, Senior Manager for School Improvement  <b>Telephone:</b> 01352 704054 Cymraeg/ Welsh 01267 224923  <b>E-mail:</b> <a href="mailto:vicky.barlow@flintshire.gov.uk">vicky.barlow@flintshire.gov.uk</a></p> <p><b>Contact Officer:</b> Dawn Spence, Learning Advisor Post 16 &amp; Adult Community Learning  <b>E-mail:</b> <a href="mailto:dawn.spence@flintshire.gov.uk">dawn.spence@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<b>Estyn</b> - Her Majesty's Inspectorate for Education and Training in Wales

<p><b>Adult Community Learning (ACL)</b> – non statutory education of people 19 or over in adult basic education (literacy and numeracy), digital literacy) and English for Speakers of Other Languages (ESOL).</p>
---

<p><b>Community Learning Grant (CLG)</b> - Welsh Government provides funding each year for the provision of ACL through this grant to local authorities.</p>
--

<p><b>WESP</b> – Welsh Education Strategic Plan.</p>
--

This page is intentionally left blank



## EDUCATION, YOUTH & CULTURE OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday, 13th July 2023
<b>Report Subject</b>	Healthy Schools Scheme and Healthy & Sustainable Pre-School Scheme (HSPSS)
<b>Cabinet Member</b>	Leader of the Council and Cabinet Member for Education, Welsh Language, Culture and Leisure
<b>Report Author</b>	Chief Officer (Education & Youth)
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

This report has been developed to provide elected members with an update on the Healthy Schools programme delivered in Flintshire schools as part of the Welsh Network of Healthy School Schemes (WNHSS) and in early years settings as part of the Healthy & Sustainable Pre-school Scheme (HSPSS). In particular, the report includes a focus on the challenges experienced as a result of the Covid-19 pandemic, information on the improving children's dental health programme, Designed to Smile, and the increasing public health risk of vape use by pupils.

### RECOMMENDATIONS

1	Members confirm they have received an appropriate level of assurance regarding the work of the Education & Youth Portfolio in supporting schools with meeting the current requirements of the Healthy Schools programme and in preparing for any changes as a result of the national review.
---	--

### REPORT DETAILS

1.00	Welsh Network of Healthy School Schemes (WNHSS)
1.01	Background

	<p>The Welsh Network of Healthy School Schemes (WNHSS) is an example of a 'settings' based approach to health promotion. Settings based approaches are universal approaches which seek to influence the environment, policy and practice within the setting to enable better health and wellbeing of those in that setting. The approach in Wales has drawn on international developments led by the World Health Organisation (WHO), in the European Region by the Schools for Health Europe Network (SHE).</p> <p>SHE defines a health promoting school as <i>'a school that implements a structured and systematic plan for health, well-being and the development of social capital of all pupils, teaching and non-teaching staff...characterised as a whole school approach to health and well-being.'</i></p>
1.02	<p>WNHSS was launched in September 1999, as a national framework. It is a network of local healthy school schemes (one in each of the 22 Local Authority areas), with national and local responsibilities. Each local scheme is responsible for supporting the development of health promoting schools within their area. The aim of the WNHSS is to support schools to become health promoting institutions in line with national healthy schools' criteria.</p> <p>The independently assessed National Quality Award was introduced in 2009. Indicators for the WNHSS National Quality Award (NQA), were issued in 2010. These indicators look for a whole school approach to each of seven health topics:</p> <ul style="list-style-type: none"> <li>• food and fitness,</li> <li>• mental and emotional health and wellbeing,</li> <li>• personal development and relationships,</li> <li>• substance use and misuse,</li> <li>• environment,</li> <li>• safety and</li> <li>• hygiene</li> </ul> <p>in the areas of</p> <ul style="list-style-type: none"> <li>• leadership and communication</li> <li>• curriculum</li> <li>• school environment /ethos</li> <li>• and family /community involvement.</li> </ul> <p>Pupil involvement in leading, designing and delivering change is central to the approach.</p>
1.03	<p><b>Review and Reform of WNHSS</b></p> <p>Public Health Wales (PHW) has identified that the Welsh Network of Healthy School Schemes requires significant reform to optimise its potential in supporting the health and wellbeing of children and young people in the future. Work began reviewing the scheme in 2019 however this has been delayed by the pandemic. Work to complete recommendations identified in the review remained on hold until June 2021 and has since recommenced by the national health improvement team.</p>

	<p>In Autumn 2022, PHW proposed a reform to the architecture of the programme to move away from 22 schemes towards a single all-Wales framework. Local delivery and ownership would continue but supported by a single benchmark and framework of what is considered effective practice, as part of a continuous improvement model. This reform would bring together both WNHSS and the Whole School Approach to Emotional and Mental Wellbeing Framework (WSAEMWB) which are currently running as two separate workstreams since 2021 with significant overlap. The timeframe for the proposed relaunch of the scheme is spring 2024.</p>
1.04	<p>Despite the pause on the accreditation aspect of the scheme since the start of the pandemic, the work of the Flintshire Healthy schools team remains focused on supporting schools in health and wellbeing.</p> <p><b>WNHSS Local Priorities 2022-23</b></p> <ol style="list-style-type: none"> <li>1. Whole Schools Approach to Emotional and mental wellbeing (WSA)</li> <li>2. Relationships and Sexuality Education (RSE)</li> <li>3. Food and Nutrition</li> </ol> <p><u>WSA:</u> The Flintshire Healthy Schools team have been supporting schools to complete the WSA self-assessment tool to provide a current baseline of wellbeing provision for pupils and staff in their school and action plan accordingly. In Flintshire, 82.1% of schools are engaged with this process which is higher than the Wales average of 52%. In Flintshire, 67% of schools have completed the self-assessment tool in comparison with the Wales average of 42.5%. These schools are now developing their action plan with the aim that plans will be in place ready for the new academic year.</p> <p><u>RSE:</u> The Flintshire Healthy Schools team are also supporting schools to meet the requirements of the RSE Code / Curriculum for Wales. This has resulted in dedicated professional development for schools and policy templates for primary and secondary schools, regular updates and a dedicated Teams Professional Learning Community (PLC) for primary and secondary schools.</p> <p><u>Food and Nutrition:</u> Much work has been undertaken with secondary schools in reviewing the existing food provision in line with the Welsh Government regulations. Working with colleagues in Newydd, two learner events have taken place this year for consultation and engagement and a new menu offer with input from learners will be launched in September 2023.</p>
1.05	<p><b>Coordination of Programmes</b></p> <p><u>Healthy &amp; Sustainable Pre-school Scheme (HSPSS):</u> There are 45 settings participating in the scheme in Flintshire. Each setting must demonstrate that it is promoting health and well-being through its policies, planning and ethos over 7 different health themes. At the end of each theme the setting is locally assessed and once they met the required criteria, they are accredited by PHW. Assessments as part of the HSPSS have continued and are not affected by the current review and reform of WNHSS.</p>

	<p><b>Food and Fun:</b> The Healthy Schools team have coordinated the Food &amp; Fun programme in Flintshire since it began in 2018. This includes the initial recruitment of schools, stakeholder group meetings, managing funding and direct support for schools prior to the programme beginning, throughout and afterwards. Last year Food and Fun was delivered in 9 cohorts and this will increase to 13 schools (14 cohorts) for summer 2023.</p> <p><b>Period Dignity:</b> The Healthy Schools team has overseen the grant expenditure for this national project since it was first issued in 17/18 and in 22/23 this continued with the online ordering and delivery of home packs in partnership with an external provider, alongside a wide range of community-based initiatives to distribute products including through food banks, community hubs, youth services and adult community learning providers.</p>
1.06	<p><b>WNHSS Local/Regional Priorities 2023-24</b></p> <p>Aligned to the national strategic priorities determined by PHW, the following priorities have been agreed regionally across the six local authority areas:</p> <ul style="list-style-type: none"> <li>• Whole School Approach to Emotional and Mental Wellbeing Framework WSAEMWB</li> <li>• New Curriculum for Wales (Development and implementation of the Health and Wellbeing Area of Learning and Experience) (CFW)</li> <li>• Supporting Schools to prepare for and implement the Relationships and Sexuality Education Code (RSE)</li> <li>• Taking a Whole System Approach to Eating Well &amp; Being Active in Schools</li> <li>• Continue to promote and support the best use of School Health Research Network (SHRN) data within primary and secondary schools, to inform priorities.</li> </ul>
1.07	<p><b>Designed to Smile Overview</b></p> <p>Designed to Smile is a national programme that works across schools and preschool settings to improve the oral health of young children in Wales. Settings are invited to participate in the toothbrushing programme with pupils up to school year 2.</p> <p>School and preschool staff are trained by the Designed to Smile dental nurses to facilitate toothbrushing in a safe and hygienic way daily. Home toothbrush packs are also supplied to settings to be distributed twice a year to pupils participating in the programme.</p> <p>In recognition of the commitment and continuing support to the Designed to Smile programme a Designed to Smile Award is presented to schools and preschools that participate in the Designed to Smile programme. A plaque has been developed to showcase the settings efforts in striving to improve the oral health of young children in Wales.</p>
1.08	<p><b>Designed to Smile in Flintshire</b></p> <p>The reintroduction of the tooth brushing programme following the pandemic has been very well received in Flintshire schools where the majority are very happy to recommence tooth brushing. Initially some preschools were</p>



	<p>concerned as to whether they would be able to take part as they thought they were not able to stop play to do the tooth brushing, but this was soon clarified, and they were happy to proceed.</p> <p>To date, Designed to Smile has been re-established in 19 preschool settings and 26 primary schools. One school has decided against re-joining. The programme is expanding in Flintshire, 5 new preschools have been invited to join, 3 will commence in September, 1 has deferred until January 2024, and the Designed to Smile team are awaiting a decision from one setting. 6 additional schools have been invited to join the programme; 1 will commence in September, 1 has deferred until January 2024 and there are meetings planned with the others to discuss joining the programme.</p>
1.09	<p><b>Vaping definition</b></p> <p>An e-cigarette ('vape') is a battery powered device that converts liquid nicotine into an aerosol (or vapour) that the user inhales. They work by heating a liquid (called an e-liquid) that typically contains nicotine propylene glycol, vegetable glycerine and flavourings. Both propylene glycol and vegetable glycerine are used in food production. Tobacco which produces tar and carbon monoxide, the most damaging products of traditional smoking is not burnt in e-cigarettes but nicotine is present; it is this substance that causes the user to become addicted.</p> <p>There are a variety of e-cigarette devices available, one of the most used by young people is a pod vape. In 2022 these were the most frequently used vape at 52% compared to 7.7% in 2021. Unlike traditional vapes a pod vape is an all in one, self-contained device, where the atomizer, juice and battery are housed inside a single unit. They are available to purchase very cheaply either prefilled or as refillable pod.</p>
1.10	<p><b>Vaping Laws and Regulations</b></p> <p>It is illegal to <i>sell</i> nicotine containing vapes to under-18s, (maximum £2,500 fine) but it is <i>not</i> illegal to own, or use vapes underage. Those purchasing vaping products for those under 18 can be prosecuted in the same way as buying alcohol for under 18's.</p> <p>All e-cigarettes containing nicotine must be certified by Medicines and Healthcare Products Regulatory Agency (MHRA), the highest nicotine strength is 2% (or 20mg/ml). Nicotine free e-cigarettes do not have to be certified by the MHRA – they are subject to product safety regulations by Trading Standards.</p>
1.11	<p><b>Vaping Cause for concern</b></p> <p>Wales, in common with other parts of the United Kingdom and countries internationally is experiencing a rapid increase in reports of young people vaping. The School Health Research Network (SHRN) study showed a marked increase in vaping among young people between 2019/21 and 2021/22. Concerns have been raised that this rise is attributable, at least in part, to the marketing and availability of disposable vapes.</p>

	<p>There are multiple reports of concerns from headteachers and parents not only in Flintshire but across Wales and the UK who are experiencing significant challenges in managing this behaviour, which would suggest this figure has increased further. These include growing reports of addiction to nicotine which is disruptive to day-to-day life and learning.</p> <p>Concerns have also been raised about the safety and quality of the products with laboratory testing of samples finding high levels of contaminants and higher than permitted levels of nicotine. There is also growing concern about the growing presence of illegal products in the marketplace.</p>
1.12	<p><b>Vaping Position</b></p> <p>Public Health England, The Medicines and Healthcare products Regulatory Agency (MHRA) and the National Institute for Health and Care Excellence (NICE) all agree that e-cigarettes are less harmful than tobacco and are a harm reducing alternative to smoking tobacco. Vaping is offered as an alternative to smoking cigarettes to aid people to quit smoking. Action on Smoking and Health (ASH) Wales encourage people to switch from smoking cigarettes to vaping but strongly suggest that if you don't smoke, do not start vaping.</p> <p>However, the need to address the issue has been raised in multiple arenas now in Wales, including by the Minister for Education and Welsh Language, by schools, School nurses and parents. Public Health Wales is proposing that an Incident Response Group (IRG) is established to investigate the incident and propose a response.</p> <p>There is also a clear demand for vaping educational resources from schools and partners across Wales. Work is underway by PHW at a national level to review what resources are available and what can be developed to support professionals working with young people.</p>
1.13	<p><b>Action on Smoking and Health (ASH)</b></p> <p>The ASH Policy Brief on Vaping (February 2023), makes several recommendations to the UK Government which includes reducing appeal of vapes to children by:</p> <ul style="list-style-type: none"> <li>• Taxing disposable vapes which are the cheapest and most popular vape for children.</li> <li>• Stricter regulation of advertising and promotion, particularly at point of sale in shops</li> <li>• Stricter regulation of packaging, labelling and product design features (e.g. prohibiting cartoon characters; product names associated with sweets; and design features such as "light up" vapes.</li> <li>• Reducing underage access to vapes by better funding for enforcement using MHRA e-cigarette notification fees</li> <li>• putting vapes behind the counter</li> <li>• mandatory age verification in shops for anyone looking under 25</li> <li>• prohibiting free distribution (currently legal to anyone of any age).</li> </ul>
1.14	<p>In Flintshire we have developed a model Smoke free policy template which will be shared with all schools for the start of the next academic year. All schools have been issued with clear signage. Well-being leads in secondary</p>

	schools have been offered training opportunities this term as have primary headteachers. All secondary schools will be supported to complete the bi-annual SHRN survey in the autumn term 2023 and the data will be available in the spring term 2024.
--	--

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	<p>Funding for the WNHSS is allocated as grants via the Public Health Wales Health Improvement Division to each local authority area. The scheme is delivered by small teams employed by each grantee organisation. Much of the funding is used to employ a coordinator in each area with the remaining non-pay budget for activities such as training. In Flintshire there are two officers employed by the grant and one vacant post.</p> <p>The funding model which determines the allocation the local authority get has remained the same for over ten years meaning a significant real term reduction. At a national level as part of the review, there is a need to consider how funding is distributed with the need to reform the approach going forward.</p> <p>Current funding confirmed until 31<sup>st</sup> March 2024.</p>

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	None

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
4.01	None

<b>5.00</b>	<b>APPENDICES</b>
5.01	None

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p>ASH Policy brief on vaping, February 2023  <a href="https://ash.org.uk/uploads/ASH-Policy-brief-on-vaping-February-2023-Final.pdf?v=1676063818">https://ash.org.uk/uploads/ASH-Policy-brief-on-vaping-February-2023-Final.pdf?v=1676063818</a></p> <p>Whole School Approach to Emotional and Mental Wellbeing framework  <a href="https://gov.wales/framework-embedding-whole-school-approach-emotional-and-mental-wellbeing">https://gov.wales/framework-embedding-whole-school-approach-emotional-and-mental-wellbeing</a>.</p>

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Claire Sinnott, Learning Advisor – Health, Wellbeing &amp; Safeguarding</p> <p><b>Telephone:</b> 01352 704054</p> <p><b>E-mail:</b> <a href="mailto:Claire.h.sinnott@flintshire.gov.uk">Claire.h.sinnott@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
	<p><b>Public Health Wales (PHW):</b> Public Health Wales is the national public health agency in Wales and exists to protect and improve health and wellbeing and reduce health inequalities for people in Wales.</p> <p><b>Whole School Approach to Emotional and Mental Wellbeing (WSAEMWB) Framework Guidance:</b> Welsh Government Framework on embedding a whole-school approach to emotional and mental wellbeing Guidance to support the delivery and evaluation of the framework.</p> <p><b>School Health Research Network (SHRN):</b> The School Health Research Network is a network of schools in Wales who have joined together with researchers, the Welsh Government and other organisations to support young people’s health.</p> <p><b>Welsh Network of Healthy School Schemes (WNHSS):</b> The Welsh Network of Healthy School Schemes is part of the Schools for Health in Europe (SHE) Network and reflects the SHE approach. It also addresses the Welsh Assembly Government’s seven core aims and the United Nations Convention on the Rights of the Child.</p> <p><b>Action on Smoking and Health (ASH):</b> Action on Smoking and Health (ASH): is a public health charity set up by the Royal College of Physicians to end the harm caused by tobacco.</p> <p><b>National Institute for Health and Care Excellence (NICE):</b> The National Institute for Health and Care Excellence (NICE) provides national guidance and advice to improve health and social care. NICE is an executive non-departmental public body, sponsored by the Department of Health and Social Care.</p> <p><b>Medicines and Healthcare products Regulatory Agency (MHRA):</b> The Medicines and Healthcare products Regulatory Agency regulates medicines, medical devices and blood components for transfusion in the UK. MHRA is an executive agency, sponsored by the Department of Health and Social Care.</p> <p><b>Healthy &amp; Sustainable Pre-school Scheme (HSPSS):</b> Launched nationally in 2011, the Healthy and Sustainable Pre-School Scheme was developed as an extension of the Welsh Network of Healthy Schools Scheme (WNHSS) and the criteria have clear parallels with the WNHSS National Quality Award.</p>

	<p><b>Designed to Smile:</b> Designed to Smile (D2S) is a national programme to improve the oral health of children in Wales.</p>
--	---

This page is intentionally left blank



## EDUCATION, YOUTH & CULTURE OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 13 <sup>th</sup> July 2023
<b>Report Subject</b>	Flintshire Youth Justice Service Youth Justice Plan 2023-2026
<b>Cabinet Member</b>	Leader of the Council & Cabinet Member for Education, Welsh Language, Culture & Leisure
<b>Report Author</b>	Chief Officer, Education & Youth
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

The Flintshire Youth Justice Service (YJS) is a multiagency statutory partnership established in April 2000, further to the requirements of the Crime and Disorder Act 1998.

The chief aim of the Flintshire YJS is to prevent offending and re-offending by children and young people aged 10-17 years in Flintshire. The Youth Justice Service has a statutory obligation under Section 40 of the Crime and Disorder Act 1998 to develop an annual Youth Justice Plan which outlines its priorities for the forthcoming year in addition to reporting on governance, resources accountability and performance.

This report outlines the Youth Justice Plan 2023-2026 which has been approved by the YJS Executive Management Board.

### RECOMMENDATIONS

1	That members note the strategic and operational priorities in the Youth Justice Plan.
---	---

## REPORT DETAILS

<b>1.00</b>	<b>THE YOUTH JUSTICE SERVICE</b>
1.01	The Flintshire Youth Justice Service (YJS) is a multiagency statutory partnership established in April 2000, further to the requirements of the Crime and Disorder Act 1998. The chief aim of the Flintshire YJS is to prevent offending and re-offending by children and young people aged 10-17 years in Flintshire.
1.02	<p>Flintshire YJS works with young people across the youth justice spectrum (pre/out of court and post court). This includes:</p> <ul style="list-style-type: none"> <li>• Prevention of offending (Prevent and Deter / Turnaround) and support for early intervention (e.g. by participating in the Early Help Hub)</li> <li>• Pre-conviction arena (Police and Criminal Evidence Act (PACE) 1984, bail and remand management)</li> <li>• Integrated pre/out of court system (Bureau)</li> <li>• Community sentences (Referral Order and Youth Rehabilitation)</li> <li>• Long term custodial sentences (DTO, S.90/91)</li> <li>• Resettlement and transitions in the community</li> </ul>
1.03	The Crime and Disorder Act 1998 s 39 (1) requires the co-operation of named statutory partners to form the YJS. These are the Local Authority, most particularly Education and Social Services, Health, Police and the National Probation Service. The Act places upon them a duty to co-operate and so secure youth justice services appropriate to their area. Each of the five agencies is expected to second staff and provide cash contributions which support the operation of the Youth Justice Service.
1.04	Governance and strategic oversight of the Youth Justice Service is provided by a multi-agency Executive Management Board which is chaired currently by the Local Authority Chief Executive. Representation includes Chief Officers (Education and Youth, Housing and Assets, Social Services), Elected Members (Education and Youth, Social Services) Senior Managers (Social Services for Children, Integrated Youth Provision, Community Safety) Senior Managers from external partners (North Wales Police, National Probation Service, Action for Children, Child and Adolescent Mental Health Service, Coleg Cambria) and representatives from HM Courts and Tribunal Service and Head Teachers Federation. The Board considers the strategic and operational elements of the Youth Justice Service, monitors key themes which impact on the multi-agency service e.g. funding, recruitment, workload and is also focused on improving practice and reviewing performance.
1.05	The Youth Justice Service also works towards a shared Welsh Government and Youth Justice Board 'Child First' vision and within the last 12 months the service itself has embarked on an ambitious journey, with the support of Public Health Wales and Wrexham University, to work towards becoming a Trauma informed Service. This builds on previous training and involvement



	<p>in the Youth Justice Board’s Enhanced Case Management pilot schemes. The aim is to embed trauma informed approaches within youth justice.</p> <p>Whilst we are at the start of this work, we have already established a multi-agency working group and development plans to help us reach our objective. In addition, the service is committed to promoting the voice of children and young people within our service and have developed a Participation Strategy.</p>																																	
1.06	<p>Children and young people continue to report positive interactions with the service including understanding their involvement with the service, being an active participant in planning the interventions they will receive and feeling supported to reach future goals. As a service we also measure outcomes across a number of areas in a young person’s life - reporting tools used with young people clearly demonstrate the gains they make whilst they are open to the YJS.</p>																																	
1.07	<p>As part of our assessment and planning process we also ask children and young people about their aspirations and seek their views on areas of their life (relationships, accommodation, behaviour) and how positive these areas are for them currently. At the end of intervention, we revisit these to see if progress and improvements have been made, we call these ‘soft outcomes’. The higher the score the greater the positive change. Based on the self-reporting of 88 children and young people, following YJS intervention positive gains have been made in most areas of their lives.</p> <div data-bbox="331 1077 999 1644" data-label="Figure"> <p><b>Soft Outcomes 2022-2023</b></p> <p>Legend: Initial (light green line), Final (dark green line)</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Initial Score</th> <th>Final Score</th> </tr> </thead> <tbody> <tr> <td>Relationships And Family</td> <td>2.50</td> <td>3.00</td> </tr> <tr> <td>Accommodation</td> <td>2.00</td> <td>2.50</td> </tr> <tr> <td>Sexual Health</td> <td>1.50</td> <td>2.00</td> </tr> <tr> <td>Mental Health And Wellbeing</td> <td>1.00</td> <td>1.50</td> </tr> <tr> <td>Behaviour In the Community</td> <td>0.50</td> <td>1.00</td> </tr> <tr> <td>School And Education</td> <td>0.50</td> <td>1.00</td> </tr> <tr> <td>Substance Misuse</td> <td>0.50</td> <td>1.00</td> </tr> <tr> <td>Motivation And Ambition</td> <td>0.50</td> <td>1.00</td> </tr> <tr> <td>Managing Emotion</td> <td>0.50</td> <td>1.00</td> </tr> <tr> <td>Offending Behaviour</td> <td>0.50</td> <td>1.00</td> </tr> </tbody> </table> </div>	Category	Initial Score	Final Score	Relationships And Family	2.50	3.00	Accommodation	2.00	2.50	Sexual Health	1.50	2.00	Mental Health And Wellbeing	1.00	1.50	Behaviour In the Community	0.50	1.00	School And Education	0.50	1.00	Substance Misuse	0.50	1.00	Motivation And Ambition	0.50	1.00	Managing Emotion	0.50	1.00	Offending Behaviour	0.50	1.00
Category	Initial Score	Final Score																																
Relationships And Family	2.50	3.00																																
Accommodation	2.00	2.50																																
Sexual Health	1.50	2.00																																
Mental Health And Wellbeing	1.00	1.50																																
Behaviour In the Community	0.50	1.00																																
School And Education	0.50	1.00																																
Substance Misuse	0.50	1.00																																
Motivation And Ambition	0.50	1.00																																
Managing Emotion	0.50	1.00																																
Offending Behaviour	0.50	1.00																																
1.08	<p>In 2022-2023 the Youth Justice Service worked with 147 children and young people across a range of out of court and court disposals, which represents a 16% decrease on the previous year.</p> <p>Despite reducing numbers it is evident that analysis of our cohort demonstrates that children, young people and families who enter into the criminal justice system have varying levels of support needs including (but not limited to) Adverse Childhood Experiences (ACE’s), previous involvement with services, emotional and mental health difficulties, additional learning needs and experienced disruption within education, training or employment.</p>																																	

1.09	<p>In parallel to reducing numbers, the total number of offences committed by children and young people has declined by 7% and whilst we have seen a minor increase in our first-time entrants, more children and young people received more Community Resolutions, a disposal intended to provide children and young people with formal support for lower-level offending, whilst diverting them away from the formal criminal justice system. Whilst YJB re-offending data monitors a historic cohort and tracks their offending forward, local re-offending data over the past 12 months is encouraging for the majority of our cohort. Whilst YJB data will track back a retrospective cohort, our live cohort data based on children and young people offending within the current year is currently suggestive of a 12% re-offending rate. However, it is also accepted that re-offending data is also context and time specific and subject to the monitoring period chosen and therefore some children and young people open within the period will have been engaged with the service for a shorter period than others. However, our live data provides the ability to review initial patterns linked to offending and outcomes.</p>
1.10	<p>The YJS has seen variances within the type of offences committed within the past 12 months. Specific offences linked to theft and public order may have been impacted by Covid 19 and subsequent nationwide lockdowns.</p> <p>In addition, whilst the amount of violence against the person offences has declined, serious violence and serious offences, whilst rare, have increased linked to a small number of children and young people. Over the last 12 months the Youth Justice Service has been working with its partners to develop a Youth Violence Action Plan which will also dovetail with current work being undertaken by the Police and Crime Commissioners Office under statutory Serious Violence Duty.</p>
1.11	<p>The use of remand and custody for children and young people always remains the last resort, and typically rates within Flintshire have remained low. However within the last 12 months we have had 2 incidents of remand into custody and 4 custodial sentences involving 3 young people. Under the Legal Aid, Sentencing and Punishment of Offenders (LASPO) the Local Authority is responsible for the costs associated with remand placement but not custodial sentences.</p> <p>Several factors have impacted on this increase including the seriousness of offending, non-engagement in community sentences and difficulties in securing placements for children and young people that will meet their needs and provide the support and supervision required. In some cases, wider challenges linked to social care and placement provision have impacted on the recommendations of community alternatives.</p> <p>The YJS Executive Management Board have approved an Action Plan to reduce the use of custody where appropriate. This includes the YJS reviewing its alternative to custody offer and becoming closer aligned to the Social Services Placement Strategy and placement provision.</p>
1.12	<p>The service remains committed to continuous improvement. In April 2023 Keith Frazer, Chair of the Youth Justice Board visited Flintshire and commended the service in demonstrating senior colleague commitment to the service and how the service focused on building trusting relationships</p>

	with children, young people and families and was committed to 'not give up' in order to support better outcomes. Correspondence received following the visit has been attached.
--	---


<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	The YJS budget is made up of financial and in-kind contributions from a number of statutory partners and grants made available through the YJB / MOJ, Welsh Government and the Police and Crime Commissioner. Many partners report ongoing efficiencies, some of which have impacts on our budget. Moreover, the YJB / MOJ are yet to confirm their 2023-24 grant allocations to the Youth Justice Service which not only hampers timely financial planning but impacts on the service's ability to innovate and develop creative solutions for a number of our priorities. These issues have been raised to the YJB Chair directly by the Chief Executive and Chief Officer for Education and Youth when he visited Flintshire in April 2023.
2.02	<p>Uncertainty in our budget and challenges within the recruitment market impacted on the service during 2022-23. It was increasingly evident that potential candidates for vacant positions were less likely to take the risk on fixed term positions, resulting in increased time spent by managers in undertaking recruitment activities to address unfilled posts. In addition, fixed term positions remained unattractive to qualified and experienced candidates.</p> <p>As a result, the Executive Management Board and Chief Officers Team agreed to make a number of our vacancies permanent in order to attract the right candidates and reduce disruption to statutory service functions.</p>
2.03	The YJS Management Board also agreed a Workforce Development and Succession Strategy which would help us address our longer-term challenges. The service has a highly motivated, trained and dedicated workforce and recent staff assessments provide favourable views on the current direction and operation of the service. We have committed to continuing to support the welfare of our workforce and have introduced reflective sessions and are reviewing areas to reduce administrative functions, whilst adhering to our National Standards and Case Management Guidance. We are also continuing to develop a framework to better monitor workload and capacity.

<b>3.00</b>	<b>CONSULTATIONS REQUIRED / CARRIED OUT</b>
3.01	The Youth Justice Service is overseen by a multi-agency Executive Management Board which is chaired by the Chief Executive of Flintshire County Council. All agencies have senior representation including Cabinet leads in Education and Youth and Social Services. The Board will monitor the operational and strategic progress of the YJS and is also responsible for developing and agreeing our annual youth justice plan.

	From April 2023 the Youth Justice Board has increased its oversight function of all Youth Justice Services in England and Wales which includes attendance at Management Boards, regular meetings with senior leads to review performance and innovation and has introduced a number of new Key Performance Indicators (KPI's).
3.02	The YJS Executive Management Board has also requested a Peer Review from the Youth Justice Sector Improvement Partnership (YJSIP) to provide a critical friend approach to Governance and Leadership for the service. The Review is due to commence in October 2023.
3.03	Finally, all Youth Justice Services are inspected by His Majesty's Inspectorate of Probation (HMIP). The Service was last inspected in 2016 and will be due a further inspection prior to March 2024. The Inspectorate will review the following areas; Leadership and Governance, Court Disposals, Out of Court Disposals and Resettlement.

<b>4.00</b>	<b>RISK MANAGEMENT</b>
4.01	<p>The Youth Justice Service has a Risk Register which is reviewed by the YJS Senior Manager and Chief Officer for Education and Youth on a monthly basis and is also reviewed quarterly at every Executive Management Board Meetings. Across our risk register there are number of mechanisms to mitigate potential risks;</p> <ul style="list-style-type: none"> <li>• Quarterly Executive Management Boards to undertake strategic planning, scrutiny and challenge of Youth Justice Services and its partners,</li> <li>• Executive Management Board Risk Register and Improvement Plan,</li> <li>• Annual Executive Management Board Development Days,</li> <li>• Quarterly Executive Delivery Groups to monitor progress against the Youth Justice Plan,</li> <li>• Established links with partners and regular 1:1 meetings with the Senior Manager with a number of statutory partners,</li> <li>• Escalation frameworks with all of our partners,</li> <li>• Operational Improvement Plan,</li> <li>• Performance Management at operational and strategic levels,</li> <li>• Practitioner and Manager forums to review practice,</li> <li>• Operational Risk Management Procedures,</li> <li>• Operational Practice Notes,</li> <li>• Safeguarding and Public Protection Critical Learning Procedures.</li> </ul>
4.02	<p>In addition, in order to support emerging issues and cohort complexity the Youth Justice Service have also worked with partners to;</p> <ul style="list-style-type: none"> <li>• Establish an Operational Missing, Exploited and Trafficked (MET) Panel and train its staff to respond in Modern Day Slavery,</li> <li>• Developed strategies linked to reducing custody, serious violence and disproportionality,</li> <li>• Increase oversight of our Children Looked After cohort,</li> <li>• Established a scrutiny panel for our Out of Court Disposals with the Chief Inspector for North Wales Police (Flintshire) and Chair of the Youth Bench (HMCTS- Eastern)</li> </ul>

	<ul style="list-style-type: none"> <li>• Create an ASB Officer and work with Flintshire Sorted to support their Drug and Alcohol Community Support</li> <li>• Work with the Police and Crime Commissioners Office as part of a multi-agency task and finish group to respond to the Serious Violence Duty</li> <li>• Continue to develop trauma informed practice,</li> <li>• Establish a Health Working Group to review the health needs and resources for Youth Justice.</li> </ul>
--	---

<b>5.00</b>	<b>APPENDICES</b>
5.01	 <p>20230525 Letter Keith Fraser to Jame</p> <p><u>Appendix 1 - Letter from Keith Fraser, YJB Chair to Flintshire YJS (May 2023)</u></p> <p>Appendix 2 – Flintshire JYB Plan</p>

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	<p>Cordis Bright (2017) <i>Evaluation of the Enhanced Case Management approach; final report.</i> <a href="https://gov.wales/sites/default/files/statistics-and-research/2019-07/170328-evaluation-enhanced-case-management-approach-en.pdf">https://gov.wales/sites/default/files/statistics-and-research/2019-07/170328-evaluation-enhanced-case-management-approach-en.pdf</a></p> <p>Her Majesty's Inspectorate of Probation (HMIP) Inspection Standards for Youth Justice Service's <a href="https://www.justiceinspectrates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2018/04/Youth-offending-standards-March-18-final.pdf">https://www.justiceinspectrates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2018/04/Youth-offending-standards-March-18-final.pdf</a></p> <p>Youth Justice Board / Ministry of Justice (2019) <i>Standards for children in the youth justice system 2019.</i> <a href="https://www.gov.uk/government/publications/national-standards-for-youth-justice-services">https://www.gov.uk/government/publications/national-standards-for-youth-justice-services</a></p>

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> James Warr, Senior Manager, Flintshire Youth Justice Service &amp; Flintshire Sorted  <b>Telephone:</b> 01352 701125  <b>E-mail:</b> <a href="mailto:james.warr@flintshire.gov.uk">james.warr@flintshire.gov.uk</a></p>

8.00	GLOSSARY OF TERMS
8.01	<p><b>ACE's-</b> Adverse Childhood Experiences are traumatic events that affect children while growing up, such as suffering child maltreatment or living in a household affected by domestic violence, substance misuse or mental illness.</p> <p><b>Bureau</b> - Framework for diverting young people out of formal Youth Justice processes by tackling underlying causes of youth crime through mechanisms that promote pro-social behaviours, children's rights, youth and parent/carer participation and delivered by universal services.</p> <p><b>CSPPI</b> - Community Safeguarding and Public Protection Incident</p> <p><b>DTO</b> – Detention and Training Order, a custodial sentence up to 2 years</p> <p><b>ECM-</b> Enhanced Case Management- community and psychological based intervention framework which is informed by the Trauma Recovery Model.</p> <p><b>FTE</b> - First time entrants to the service</p> <p><b>HMIP-</b> His Majesty's Inspectorate Probation</p> <p><b>MET-</b> Missing, Exploited (criminal, sexual, forced labour) and Trafficked.</p> <p><b>S.90/91</b> – Longer term custodial sentences.</p>

**James Warr, YJ Service Manager Flintshire YJS**

By email: [James.warr@flintshire.gov.uk](mailto:James.warr@flintshire.gov.uk)

25 May 2023

Dear James

I am writing to say thank you for organising and hosting my colleague Darren and I on 25 April. As Chair of the YJ Board I want to spend more time with youth justice services, and this was my first opportunity to visit a service in Wales.

I was very grateful for the detailed service information you provided and for the open discussion you facilitated with your Chief Exec and Chief Officer for education and youth. We covered a lot of ground but I left with the clear impression that yours is a service that is not content to stand still and just be good. You want to be an exceptional service and I admire you for that. In the discussion it was clear that you have the full backing of your Chief Executive and Senior leadership within the local authority and it was really encouraging you also have the support of the political leaders in the Council with the leads for the vital portfolio areas of children and education.

It was clear that you understand the cohort of children you work with and you're proactive in conducting self-assessments and capturing user experience to identify how to continuously improve your service delivery.

All of these are the foundations you need in place to help you achieve your ambition of being exceptional and delivering the best service, and outcomes, you can for children.

The highlight of the day for me was the opportunity to meet one of your service users and his dad. He had obviously come a long way in his journey and with the continued support of your team I am sure he faces a positive future. He and his dad clearly appreciated everything you and your team have done for him and I wanted to extend my thanks for the work you do too.

Thank you again for letting us interrupt your busy working day. I hope to see you again in the future.

Yours sincerely



**Keith Fraser**  
YJB Chair  
Youth Justice Board for England and Wales  
E: [Keith.Fraser@yjb.gov.uk](mailto:Keith.Fraser@yjb.gov.uk)

CC: Neal Cockerton (Chief Exec. Flintshire County Council) [chief.executive@flintshire.gov.uk](mailto:chief.executive@flintshire.gov.uk)  
Claire Homard (Chief Officer for education and youth) [Claire.homard@flintshire.gov.uk](mailto:Claire.homard@flintshire.gov.uk)

This page is intentionally left blank



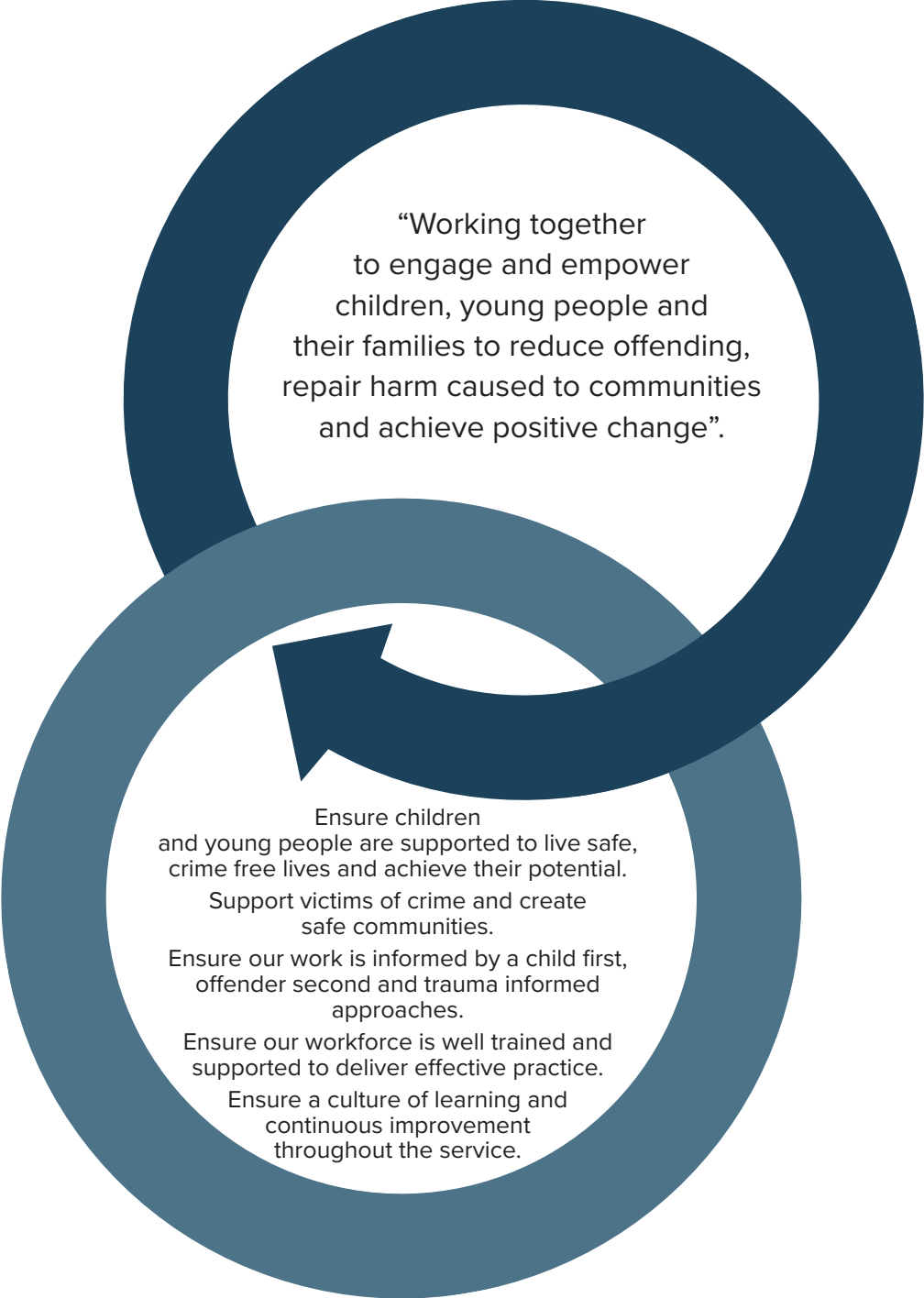
# Flintshire Youth Justice Youth Justice Plan



2023 - 2026

## Introduction, Vision and Strategy

Whilst the Youth Justice Service works towards its statutory responsibilities under the Crime and Disorder Act 1998 to reduce offending by children and young people against a shared Welsh Government and Youth Justice Board vision in ‘children and young people first’ and to improve services for children and young people from Wales who are in, or at risk of entering, the youth justice system. Within Flintshire we have our own vision, values and priorities following consultation with our workforce and Executive Management Board that align to with our wider responsibilities.



“Working together to engage and empower children, young people and their families to reduce offending, repair harm caused to communities and achieve positive change”.

Ensure children and young people are supported to live safe, crime free lives and achieve their potential.

Support victims of crime and create safe communities.

Ensure our work is informed by a child first, offender second and trauma informed approaches.

Ensure our workforce is well trained and supported to deliver effective practice.

Ensure a culture of learning and continuous improvement throughout the service.

## Flintshire Local Context & Cohort

Flintshire County Council provides local public services for 156,847 people (2020) who live in 66,973 households. It has the largest population of the North Wales authorities and is the sixth largest in Wales. The population is expected to rise by 2.1% by 2028 but this reflects more of an increase in the number of people over the age of 65 as the numbers of children, young people and the working population are predicted to decrease. Approximately 13.28% of the total population are of school age.

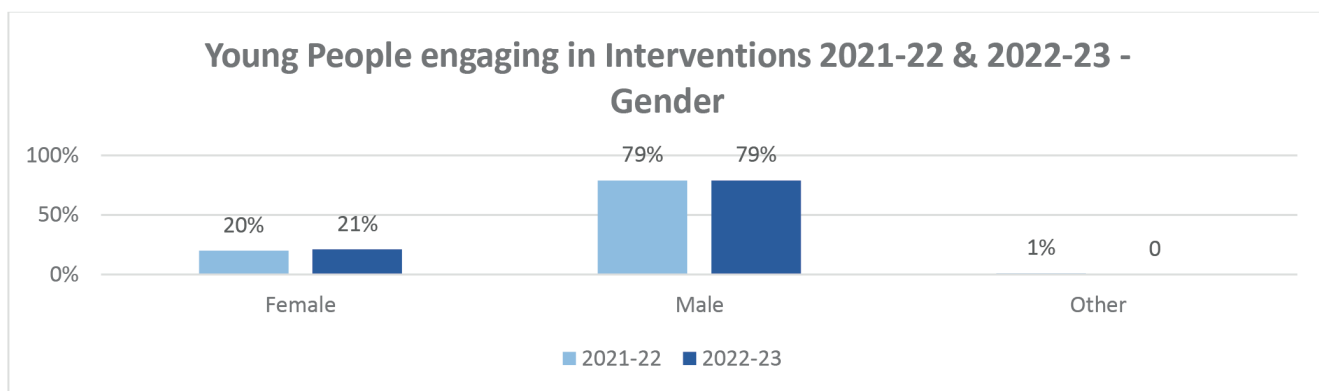
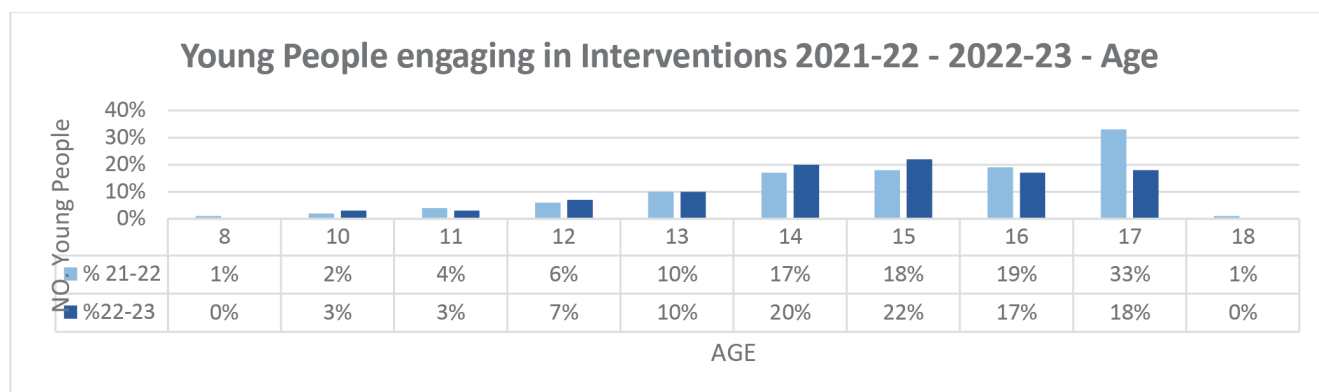
The County has a mix of affluent and deprived areas. Due to the interconnections of factors there are particular communities that are more vulnerable than others in Flintshire. The Welsh Index of Multiple Deprivation (WIMD) 2019 highlights that coastal communities in Flintshire experience high levels of deprivation (3.3% of Lower Super Output Areas (LSOA) in 10% most deprived; 10.9% in 20% most deprived in Wales), particularly when it comes to the employment, income, education, and community safety dimensions.

The number of school aged pupils entitled to Free School Meals (e-FSM) has increased from 13.47% in 2019 (Wales 2019 average 15.96%) to 20.41% in 2022. This figure is now much closer to the current Welsh average of 20.52%.

Based on the 2021 Annual Population Survey, the Welsh language is spoken by 23.9% of the population in Flintshire compared to 29.5% across Wales. This is a significant increase on the data from the 2011 national census which reported 13.2% of the county's population having some Welsh language skills. The county has 5 Welsh medium primary schools and 1 Welsh medium secondary school. There are no dual stream or bilingual schools in Flintshire. Currently 6.23% of children in Flintshire are educated through the medium of Welsh. There are ambitious targets in the Council's Welsh in Education Strategic Plan to more than double this number over the next ten years. Overall, 13.77% of school aged pupils in Flintshire are designated as having a Special Educational Need in 2022. Of this number 3.14% have Statement of Special Educational Need, higher than the Welsh average of 1.73%. 7.02% of pupils are designated as School Action which is lower than the Welsh average of 11.22% and 3.6% are at School Action Plus, lower than the Welsh average of 7.87%.



## Youth Justice Cohort 2022-2023



Ethnicity	Count	Ethnicity	Count
White British	136	White Indian	1
White European	4	Other White British	1
Gypsy / Roma / Traveller	2	Any other Mixed Background	1
White Eastern European	1		

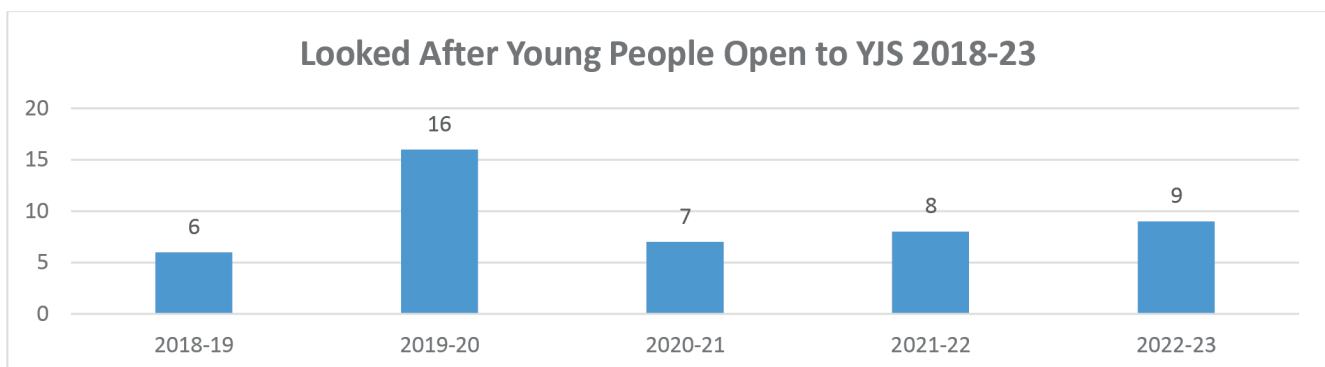
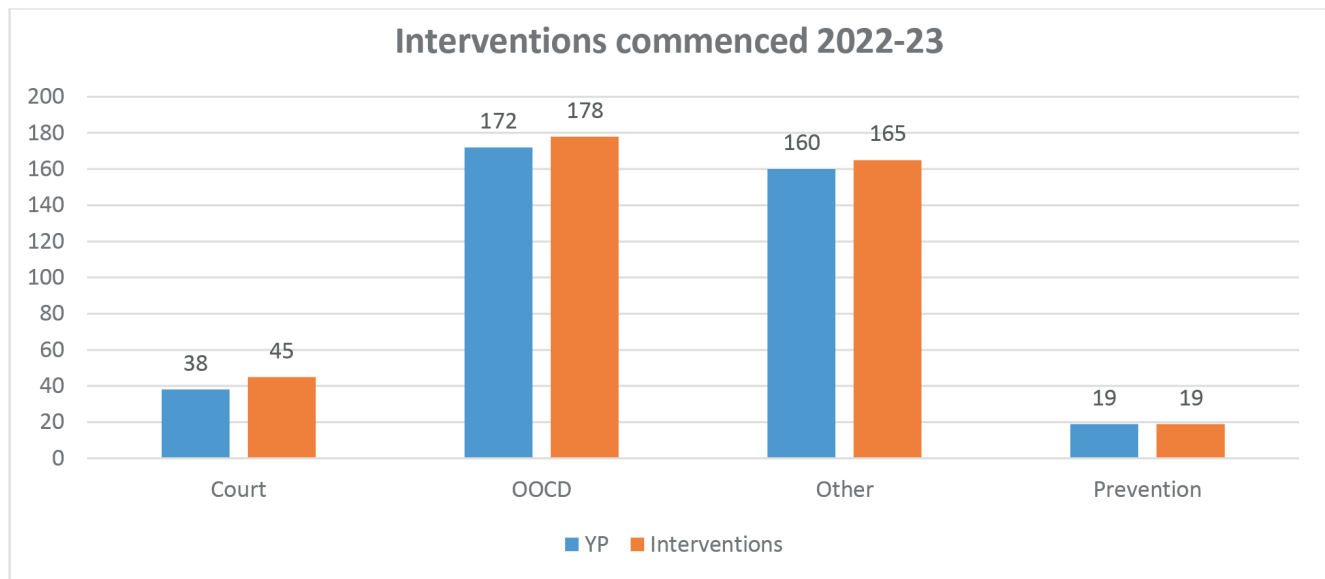
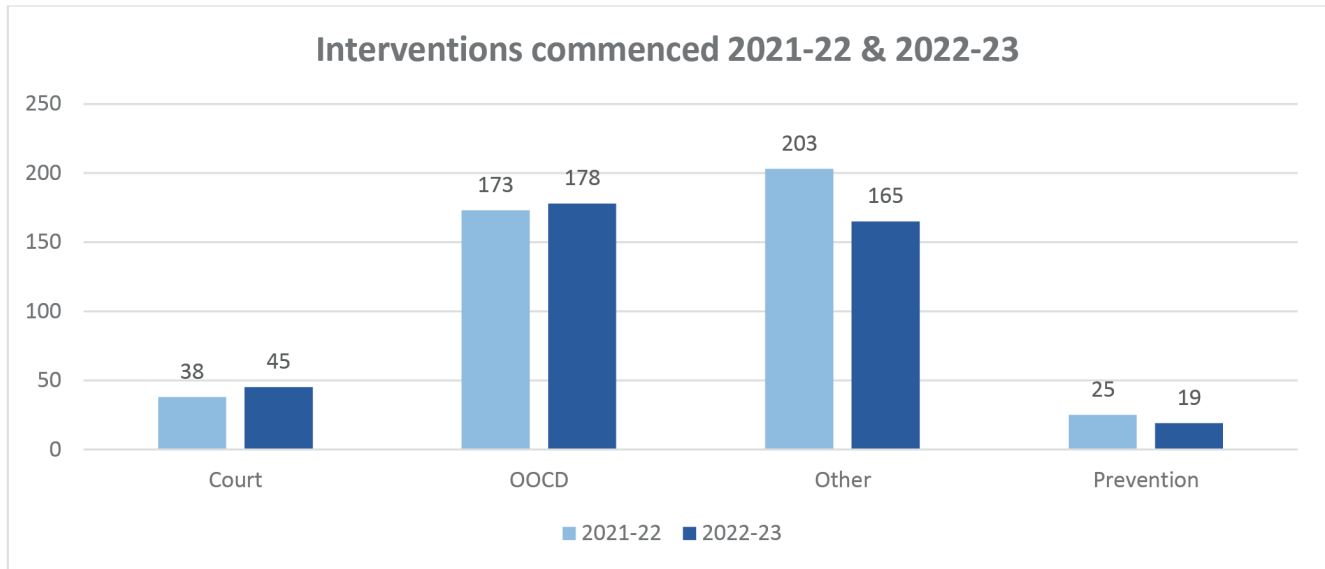
	2021-2022		2021-2022	
	Count	%	Count	%
Male	138	79%	116	79%
Female	35	20	31	21%
Other	1	1%	0	

In 2022-2023 the Youth Justice Service worked with 147 children and young people compared to 174 children and young people the previous year. In addition to prevention, pre-court or court outcomes children and young people will also receive additional support and interventions linked to education, mental health support and our Youth Justice Centre.

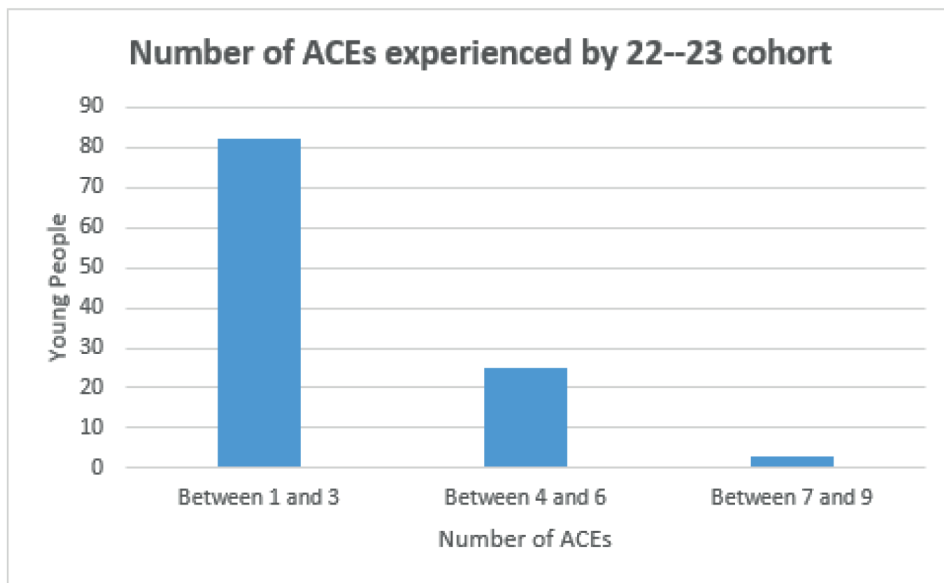
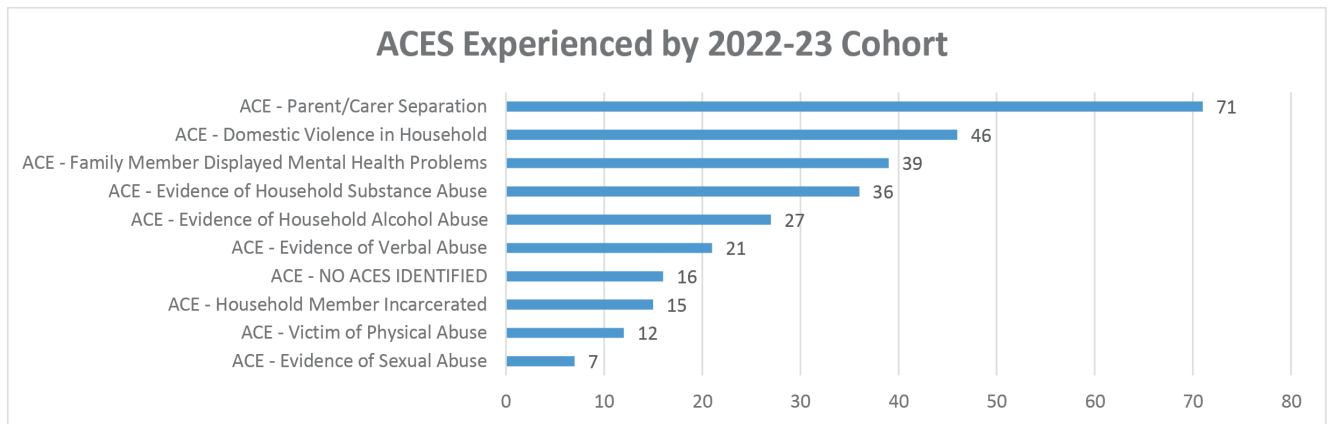
Whilst we have seen a reduction in our cohort size the proportion of males and females have stayed relatively stable. As with previous years the prominent age of children and young people



coming into the YJS is between the ages of 14-17 years. However, unlike previous years we have seen a notable decline in the number of children and young people entering the YJS at 17 years of age. Last year we reported an emergence of a younger cohort between the ages of 8-12 years of age which as a proportion of our cohort has remained the same.



In 2022-23 we have seen a small increase in the number of Children Looked After that are open to the YJS, however, currently we have not seen an increase on the scale of 2019-2020 figures. Within the last 12 months the YJS has embedded the learning from previous cohort analysis and HMIP Audits linked to Children Looked After and have undertaken joint training with Social Services colleagues and increased oversight of this cohort.



The YJS continues to assess and monitor the Adverse Childhood Experiences of our cohort in order to understand the needs and experiences of our children, young people and families. There has been no change in 2022-2023 to the most common ACE's experienced by our cohort which include parental / carer separation, domestic violence within the household, family members with emotional and mental health or substance misuse needs.

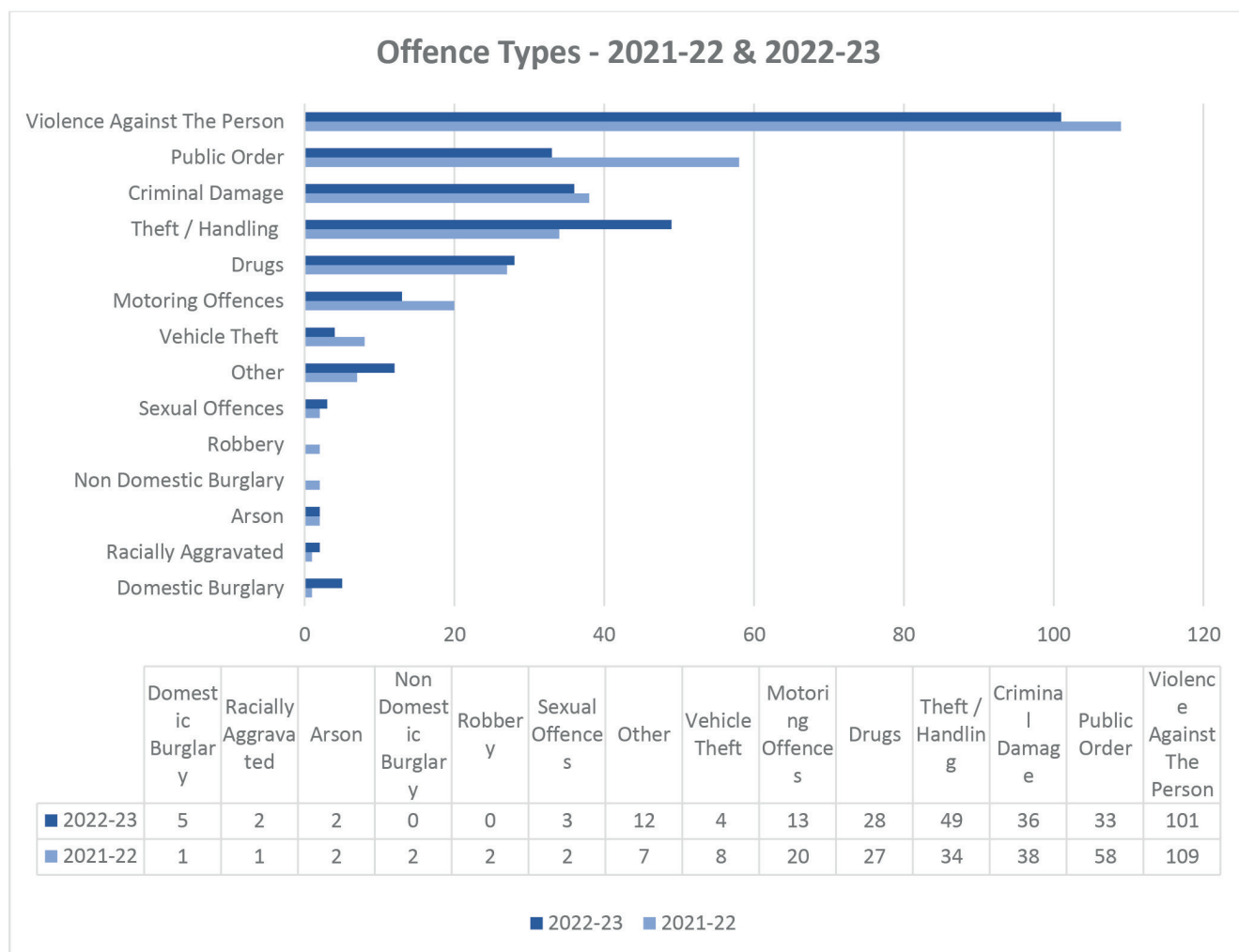
In order to understand the multiple needs of our cohort, particularly as we emerge out of the Covid19 pandemic we undertake an audit of cases open to the YJS within the 12 months between January 2022- December 2022. Based on an analysis of 106 young people open to the service;

- 63% were known to social services for children prior to being referred to Youth Justice
- 11% had spent time in care
- Assessments had identified an emotional and or mental health need in 67% of children and young people an increase of 6% on 2021
- 24% had a physical health need a 6% increase on 2021
- Self-harm and suicide risks were identified in 31% of cases at the point of assessment
- Alcohol use was identified at the point of assessment for 37% of children and young people which has reduced by 4% on 2021
- Drug consumption was identified in 67% of children and young people, an increase 14% on 2021
- Accommodation was assessed as unsuitable in 7% of cases
- Additional Learning Needs was identified in 74% of cases
- 33% of children and young people had a current or historic exclusion from school, 48% had behavioural issues within school and 41% had attendance issues.

In response to supporting the needs of our cohort the YJS in recent years has reinstated parenting support within the service and has supported 51 parents. Following initial consultation 36 parents consented to an assessment with out Parenting Officer with 30 commencing a parenting programme of which 24 parents completed the programme. For those parents who did not wish or require a parenting programme 27 parents were sign posted to 26 different support agencies including Parabl (Talking Therapies), NE Wales Advocacy Service, MIND, and Art & Soul Tribe (confidence and self esteem). Moreover, the YJS has continued to identify children and young people who may benefit from the Enhanced Case Management Support or additional consultation with FACTS which utilizes the Trauma Recovery Model in order to identify and sequence intervention and delivery of YJS services.

Within the last 12 months the service has supported 5 children and young people through this approach. In addition, the service has committed itself to embedding trauma informed practice throughout the service and has a delivery plan in place to support the Team. The YJS has also commenced delivery of the Ministry of Justice Turnaround programme which we have implemented from December 2022 with the delivery model promoting trauma informed principles. In addition, the service has commenced work to further review health resources, training and pathways within YJS which will continue into our 2023-24 plan in order to improve the support and access to necessary services and intervention for our children and young people.

The YJS also continues to work with the wider Education and Youth portfolio to make progress against the 2019 Estyn Inspection to improve school attendance and reduce exclusion. Within the last 12 months the YJS has also worked with colleagues within Social Services for Children and Housing to increase our monitoring arrangements at an operational and senior management level for our Children Looked After cohort to support transitions and multi-agency working. As part of our 2023-24 plan the YJS will continue to work with partners to address issues linked to Youth Homelessness and the implementation of the Multi-Systemic Therapy provision within Social Services for Children.

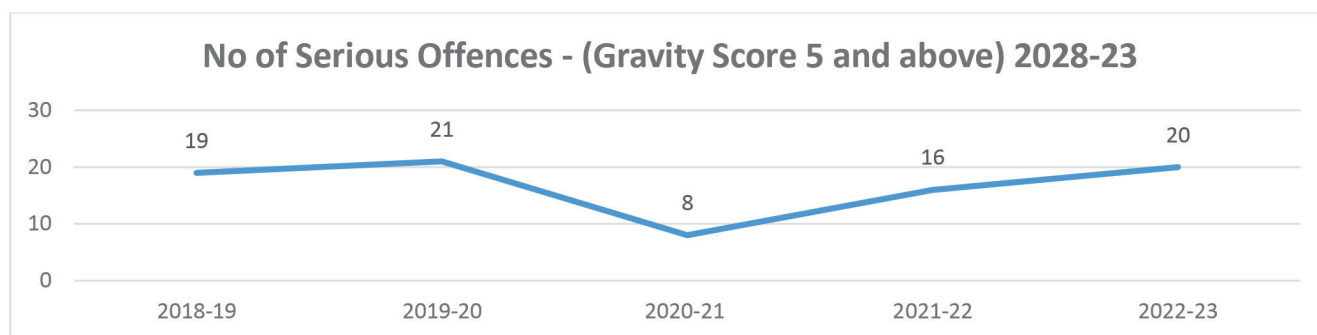


In 2021-2022, 311 total offences were committed by 174 young people accounting for an average of 1.7 offences committed by each child. In 2022-23 whilst the total number of offences (288) and number of young people (147) declined the average number of offences rose slightly to 1.9 offences on average per child.

There remain some similarities in the offences committed by our children and young people which reflects the profile in previous years with violence against the person, public order, theft against the person and criminal damage remaining our most common offences.

In 2022-23 we have seen a decline in the number of violent offences against the person, although a small rise in the number of serious violence offences committed, however, this figure is reflective of pre-pandemic levels. We have also seen a decline in the number of public order offences within the last 12 months, however, this may be due to the removal of lockdown restrictions and subsequent offences linked to the non-adherence to these measures may have contributed for 2021-22 figures. In 2022-23 we have also seen an increase in the number of theft and burglary offences, again such changes could be linked to society exiting pandemic restrictions.





	2018-19	2019-20	2020-21	2021-22	2023-23
Arson		5	0	3	3
Domestic Burglary	3	4	1	2	5
Drugs	1	0	1	0	0
Motoring Offences	1	1	1	1	0
Other		0	0	2	0
Public Order		2	0	0	6
Robbery	2	1	1	2	1
Sexual Offences	5	3	0	3	2
Vehicle Theft / Unauthorised Taking	1	1	1	1	1
Violence Against The Person	6	4	3	2	2
	<b>19</b>	<b>21</b>	<b>8</b>	<b>16</b>	<b>20</b>

All offences have a gravity score defined by the Youth Justice Board with 1 being the less serious and 6 being the most serious. Offences over a gravity score of 5 and above equates to 7% of the total number of offences compared to 3% in 2021-22 the proportion of the increase can be attributed to an increase in burglary and aggravated public order offences.

## Local Context Progress

- Implemented the Turnaround Programme to support children and young people on the cusp of entering the youth justice system
- Continued to embed the Enhanced Case Management Model
- Commenced work linked to implementing Trauma Informed Practice
- Increased oversight of our Children Looked After
- Continued to support the Education and Youth Portfolio to increase attendance and reduce exclusion

## Local Context Future Priorities

- Review health resources into YJS
- Continue to implement Trauma Informed Practice
- Support Housing in their responses to Youth Homelessness
- Continue to support the Multi-Systemic Therapy approaches within Flintshire
- Continue to support the Education and Youth Portfolio to address school attendance and exclusion
- Implement our Disproportionality Action Plan
- Develop and evaluate offence focus interventions within the Youth Justice Centre.

## Child First

The Youth Justice Board's (YJB) vision is of a Child First youth justice system. Flintshire continues to work with its partnership to develop a Child First approach. The YJB set out four tenets of the Child First Principles into practical service delivery which is defined as a system where all services:

1. Prioritise the best interests of children and recognising their particular needs, capacities, rights and potential. All work is child-focused, developmentally informed, acknowledges structural barriers and meets responsibilities towards children.
2. Promote children's individual strengths and capacities to develop their pro-social identity for sustainable desistance, leading to safer communities and fewer victims. All work is constructive and future-focused, built on supportive relationships that empower children to fulfil their potential and make positive contributions to society.
3. Encourage children's active participation, engagement and wider social inclusion. All work is a meaningful collaboration with children and their carers.
4. Promote a childhood removed from the justice system, using pre-emptive prevention, diversion and minimal intervention. All work minimises criminogenic stigma from contact with the system.

## Child First Progress

- Agreed a Participation Strategy to encourage active participation and increase involvement in decisions and plans and have a wider role in service development.
- Assessments and plans give consideration to needs, potential and aspirations of children and young people.
- Regionally secured a PhD student to support the team to develop resilience interventions.



- Developed a TrACE Development Plan and established a multi-agency working group to implement the findings of the TrACE toolkit to support the service to become more trauma informed.
- Implemented Turnaround to provide a 'what matters framework' to assessment and intervention at earlier stages within the YJS.

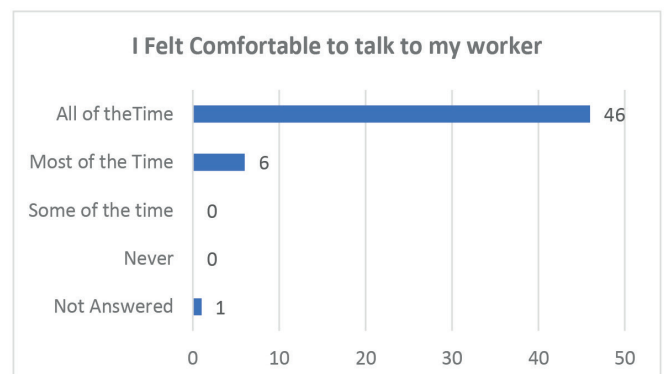
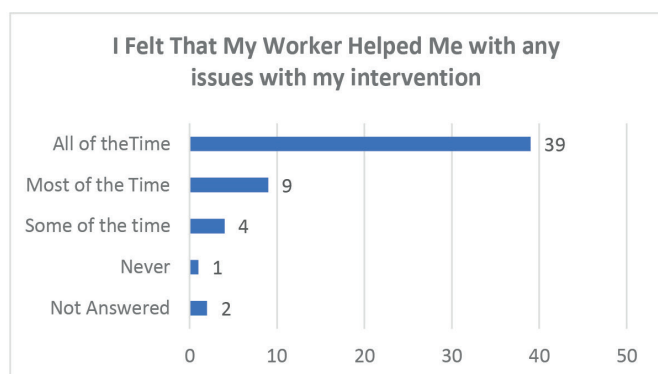
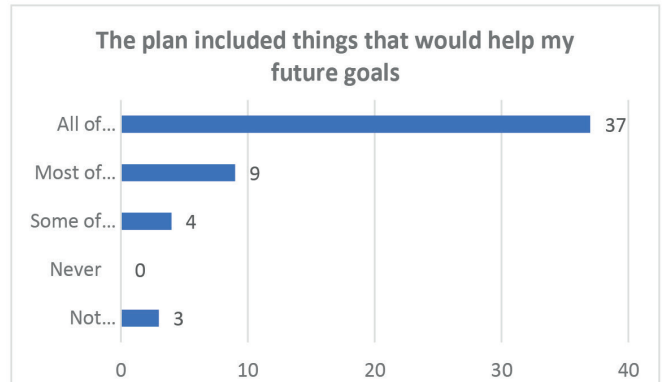
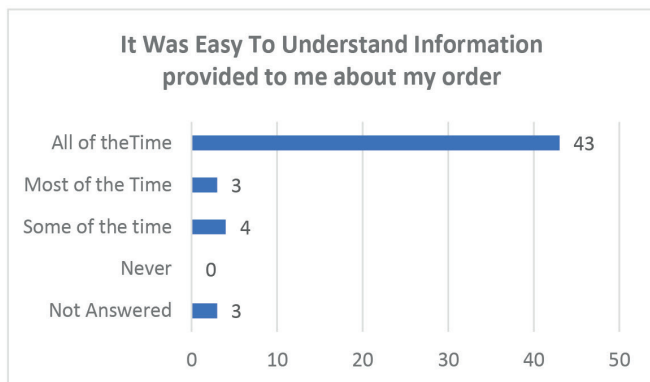
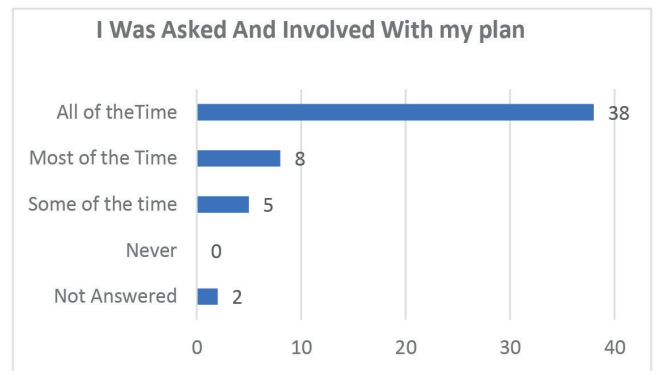
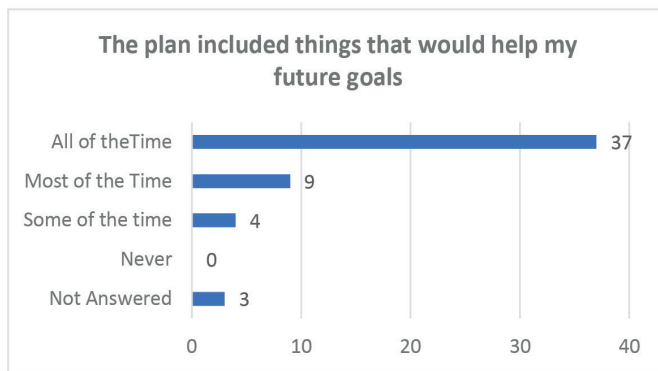
## First Future Priorities

- Continue to monitor the implementation of the Participation Strategy
- Deliver further training to support the workforce to consider the voice of the child their lived experience and aspirations in assessments and plans
- Deliver Resilience Interventions training from September 2023
- Continue to implement TrACE toolkit
- Implement findings from Wales wide review of Reducing criminalisation of Children Looked After

## Voice of the Child

Whilst the YJS has attempted to increase the voice of children and young people under its supervision through assessments and end of intervention feedback we recognise that this has not always been consistent. In the past 12 months the YJS has attempted to increase feedback from children and young people and in the next 12 months are also seeking to increase this to other cohorts including parents and victims.

At the end of a child or young person’s involvement with the YJS they are asked to complete a locally agreed feedback questionnaire. Below are some comments from children and young people on their experience of YJS;





Children and young people were also asked what the YJS did that was most helpful to them;



As part of our assessment and planning process we also ask children and young people about their aspirations and seek their views on areas of their life (relationships, accommodation, behaviour) and how positive these areas are for them currently. At the end of intervention, we revisit these to see if progress and improvements have been made, we call these 'soft outcomes'. The higher the score the greater the positive change.

Based on the self-reporting of 88 children and young people, following YJS intervention positive gains have been made in most areas of their lives.

End of intervention and Soft Outcome feedback has been positive overall and continues to be monitored by the YJS Management Team and Executive Management Board. A Review of our feedback in the last 12 months indicates that whilst we continue to strive to increase the voice and inclusion of children and young people in all aspects of their work with the YJS more needs to be done in the following areas;



- Continue to strengthen person centred planning including motivation and aspirations,
- Strengthen individual identity and diversity within our assessments, plans and intervention,
- Increase our understanding of the pathways to breach and enforcement,
- Continue to review information we provide to children, young people and families.
- Better understand children and young people's accommodation and housing needs.

To strengthen the voice of the child, in September 2022 the YJS Executive Management Board has developed and approved a Participation Strategy from 2022-2024 which has a number of strands to;

- Ensure children and young people can give feedback on their experiences in the Youth Justice System
- Ensure children and young people have clear information available to them.
- Ensure children and young people have more of a say in their intervention plan
- Ensure children and young people have a role in future service design and delivery
- Increase our understanding of the lived experience of children and young people and improve outcomes for children and young people

We have already made progress on our Participation Strategy by reviewing our end of intervention feedback tool with responses being reviewed at Management Team and Management Board Level.

The Executive Management Board has also ensured that there is an increase focus on the voice of children and young people at meetings by utilising case study information. In the last 12 months this has been present in Critical Learning Reviews and has informed recent work to improve our Remand, Custody and Resettlement Policy. Ensuring that the views of children, young people and victims are heard and inform service improvement and development will continue to be prioritised by the Board.

We have also worked with Social Services for Children during their procurement exercise to secure an interactive electronic tool to increase the voice of children and young people during the planning of support and intervention. It is hoped when implemented that the YJS will be able to utilise this tool within the service. Additional training has also been secured for 2023-24 to help practitioners and managers develop their assessments and plans to promote the lived experience of children and young people, increase their engagement and participation and help them to develop aspirations and person centred planning.



## Voice of the Child Progress

- Agreed a Participation Strategy to encourage active participation and increase involvement in decisions and plans and have a wider role in service development.
- Reviewed our end of intervention feedback tool
- Participated in procurement of an electronic tool to increase participation in assessment and planning,
- Increased the use of case studies at the Executive Management Board to inform strategic and operational planning

## Voice of the Child Future Priorities

- Continue to monitor the implementation of the Participation Strategy
- Deliver further training to support the workforce to consider the voice of the child their lived experience and aspirations in assessments and plans
- Deliver Resilience Interventions training from September 2023
- Strengthen individual identity and diversity within our assessments, plans and intervention,
- Increase our understanding of the pathways to breach and enforcement,
- Continue to review information we provide to children, young people and families.
- Better understand children and young people's accommodation and housing needs.

## Governance, Leadership and Partnership Arrangements

Since January 2021 the Youth Justice Service has been its own service overseen by Senior Manager reporting directly to the Chief Officer for the Education and Youth Portfolio within Flintshire County Council. The decision for Youth Justice to sit as a distinct service was to give greater emphasis to the work of Youth Justice and increased presence within the Senior Management Team within the Education and Youth Portfolio.

The Flintshire Youth Justice Service has a number of layers of governance. Strategic governance is overseen by the Executive Management Board, whereas the operational delivery against the Youth Justice Plan is overseen by the Delivery Group. Day to day leadership and governance is overseen by the YJS Management Team with oversight from the Team Manager and Senior Manager.

Following a review of previous annual staff -assessments and to improve communication and inclusion between the Executive Management Board and Youth Justice Service, membership to our Board has been expanded in 2020 to include two Youth Justice Service Officers as practitioner representatives.

Through 2022-2023 we have seen the departure a number of a long-standing strategic members including our the Chair of the Youth Bench (HMCTS), Probation and North Wales Police representatives. As new Board Members come into post, we remain committed to providing a formal induction to the Service and their role and have reviewed the induction information with Board Chair and Deputy Chair to support this process.












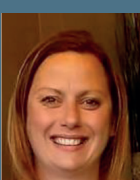







## Executive Management Board

Governance of the Youth Justice Service is provided by the Executive Management Board which is chaired by the Chief Executive of Flintshire County Council.

To be updated

 <p><b>Neal Cockerton</b> Chief Executive, Flintshire County Council (Chair)</p>	 <p><b>Claire Homard</b> Chief Officer, Education &amp; Youth (Deputy Chair)</p>	 <p><b>James Warr</b> Senior Manager, Youth Justice and Flintshire Sorted</p>
 <p><b>Vicky Clark</b> Housing, Flintshire County Council</p>	 <p><b>Neil Ayling</b> Chief Officer, Social Services for Children</p>	 <p><b>Matt Hayes</b> Senior Manager, Intergrated Youth Provision</p>
 <p><b>Craig Macloed</b> Senior Manager, Social Services for Children</p>	 <p><b>Emma Parry</b> Chief Inspector, North Wales Police</p>	 <p><b>Richard Powell</b> Senior Manager, Community Safety</p>
 <p><b>Mared Eastwood</b> Cabinet Member for Education and Youth</p>	 <p><b>Christine Jones</b> Cabinet Member for Social Services for Children (Member)</p>	 <p><b>Andrew Lewis</b> Chair of Youth Bench, HMCTC</p>
 <p><b>Pam Pritchard</b> Practice Manager, Action for Children</p>	 <p><b>Sue Price</b> Principal, Coleg Cambria</p>	 <p><b>John Weir</b> Flintshire Head Teachers Federation</p>
 <p><b>Holly Wilding</b> Team Manager, Action for Children</p>	 <p><b>Marilyn Wells</b> Head of Nursing &amp; CAMHS</p>	 <p><b>Nia Gooding</b> National Probation Service</p>
 <p><b>Alan Williams</b> Youth Justice Officer, Youth Justice Service</p>	 <p><b>Stephanie Austin</b> Youth Justice Officer, Youth Justice Service</p>	

The Executive Management Board continues to meet a minimum of every 3 months which includes annual development session to ensure continuous improvement and development of Board Members. The Board is responsible for the;

- Strategic oversight and direction, including identifying and responding to local, regional and national priorities,
- Support and challenge partner agencies and operational management in the delivery of the Youth Justice Plan,
- Review the performance of the Youth Justice Service and partner agencies against their outcomes to reduce offending by children and young people,
- Review and scrutinize partnership working and collaboration,
- Review and scrutinize planning and resources including financial contribution,
- Monitor and respond to risks to service delivery.
- Review and scrutinize partnership working and collaboration,
- Review and scrutinize planning and resources including financial contribution,
- Monitor and respond to risks to service delivery.

The work of the Board has been categorised into; Governance and Accountability, Workforce and Professional Development, Partnerships, Improving Practice and Outcomes, Reducing Offending and Increasing Community Safety.

## Governance and Accountability

In order for the Executive Management Board to fulfil its oversight function, the Board continues to review and revised the performance information made available to Board Members in addition to the introduction of new Key Performance Indicators (KPI's) from April 2023. In addition to KPI's increase focus and attention has been given to case studies and hearing the voice of the child, the impact of adverse childhood experiences in addition to contemporary issues affecting youth justice such as modern day slavery and serious youth violence.

Moreover, the Executive Management Board in 2019 supported the procurement and implementation of a new Case Management System to allow greater scrutiny of aspects of youth justice service delivery. The Board has also supported an extension to our current Case Management Provider until 2027 The Board utilises information to hold the YJS and its partners to account.

## Areas of Performance Monitored by YJS Executive Management Board

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>• Cohort Demographics</li> <li>• Bureau, Early Intervention and Prevention</li> <li>• Court Outcomes</li> <li>• End of Intervention Feedback</li> <li>• Social Difficulties impacted by children and young people (including case studies and effective practice).</li> <li>• Workforce capacity</li> <li>• Supervision frequency</li> <li>• Restorative Justice and Victims</li> </ul> | <ul style="list-style-type: none"> <li>• Modern Day Slavery</li> <li>• Intervention</li> <li>• Key Performance Indicators</li> <li>• Re-offending</li> <li>• Disproportionality</li> <li>• LAC</li> <li>• Escalation and professional disagreement</li> <li>• Soft Outcomes</li> <li>• Cohort complexity</li> </ul> |
|--|---|

In addition to its function to scrutinise financial contributions and resources the Board continues to monitor an Executive Risk Register and address issues that may impact on service delivery. Board Members are responsible in ensuring that statutory agencies contribute to Youth Justice Services. Over the last 12 months due to staff transitions, Executive Management Board Members have and continue to support changes to resources linked to the National Probation Service, Child and Adolescent Mental Health Service (CAMHS) and Integrated Youth Provision.

Board Members have increasingly become involved in operational activities which have included case file audits, scrutiny panels for Out of Court Disposals (OoCDs), reviewing transition arrangements and operational pathways into services, case escalations, resolving professional disagreements and reviewing Critical Learning Reviews following a Community Safeguarding and Public Protection Incident (CSPPI), health improvement workstreams and cohort monitoring. Board Members continue to advocate for Youth Justice Services and strengthening operational and strategic partnerships.

The YJS Delivery Group has primarily focused on ensuring the Youth Justice Service and its partners deliver on operational priorities.

## Workforce and Professional Development

On an annual basis the Executive Management Board commissions a 'Staff Assessment' conducted by the YJS Senior Manager to review staff welfare, review the impact of operational activities and improve service delivery. The Board is keen to develop closer links with operational staff to better understand the work they do and to inform service developments and it is hoped that this link will be strengthened by the membership of YJS practitioners to the Board.

It is recognised that the context of youth justice and our cohort is changing and the YJS has committed to developing trauma informed approaches and with the support of Public Health Wales and Glyndwr University have started to review and implement the TrACE toolkit and supporting development plan.

The Management Board is also strengthening its oversight function around case complexity, workload, and staff training and supervision frequency in order to support the workforce and improve service delivery.

## Partnerships

The Board has a wider representation from statutory and non-statutory partners. The increase in this specific membership is to aid the Youth Justice Service in responding to wider developments to respond to Adverse Childhood Experiences (ACEs), develop trauma informed approaches and improve outcomes in education, training and employment for children and young people.

It is essential that all partners work to review and establish clear pathways to information sharing and joint working to best support children, young people and families. Partners will also be mindful of a number of reviews or recommendations from their inspectorate and governing bodies and will work with the Youth Justice Service to ensure responses are collaborative.

Board Members have continued to support the YJS to develop, monitor and align arrangements to support young people within the Youth Justice Services as they transition between services.

## Improving Practice and Outcomes

The Board will continue to ensure that the service remains committed to continuous improvement and will monitor Key Performance Indicators (KPIs) and ensure that YJS and its partners respond to recommendations from HMIP Inspections, Youth Justice Blueprint and Critical Learning Reviews. The Board also welcomes the findings from the Peer Review supported by the YJSIP.

In order to improve practice, the Board has developed a Participation Strategy to further encourage the involvement of children and young people at all points of the youth justice system. The Board has also developed an Action Plan to monitor and respond to disproportionality and review priority groups. We continue to ensure that the Board understands our cohort but recognise there is more to do to ensure this information is brought to life by the experiences and voices of children and young people.

## Reducing Offending and Increasing Community Safety

The Executive Management Board understands that one of its key functions is to ensure the Youth Justice Service and partners work to reduce offending and increase community safety. The Executive Management Board is aware of local research being undertaken to update the locality review and pathways into organized crime and the Board will work with partners to implement any specific recommendations for Youth Justice whilst supporting the service to implement its Youth Violence Action Plan. The Board will also take a role in ensuring that the YJS fulfils requirements set out in accordance with the Serious Violence Duty and any Regional Implementation Plan when agreed. In addition, the Board recognises the importance of ensuring it has a workforce that is trained to respond to challenges with emerging trends, particularly in respect of Youth Violence and Modern-Day Slavery. The Board also has a role in ensuring that victims feel safe and are included in the criminal justice process. It recognises the need to increase participation across all areas of the service. Finally, the Board has a role in ensuring that outcomes delivered by the YJS and partner agencies remain robust and effective and there is continued monitoring and scrutiny against the objectives of the Youth Justice Service.

## Partnership Arrangements

The Youth Justice Service is positioned with Flintshire Sorted (young person's drug and alcohol service) and since 2021 separated from Integrated Youth Provision. Whilst this change has had some impacts on resourcing and budgets supplied by the Integrated Youth Provision, the service continues to maintain representation on local YJS Delivery and Executive Management Groups to strengthen collaboration.

Following a review of Executive Management Board functions, membership has established Chief Officer representation from Education and Youth, Housing and Assets and Social Services. Membership continues to include statutory partners including Police, Health, HMCTS and the National Probation Service but in recent years has extended to include representation from Coleg Cambria, Flintshire Head Teachers Federation and Action for Children.

Management Board members have continued to be involved in strategic and operational groups including Y2A Cohort meetings, Bureau Scrutiny Groups, participated in Critical Learning Reviews following a Community Safety and Public Protection Incident (CSPPI), reviews of transition agreements and helped to resolve operational case issues through our escalation process. Historically Management Board Members have been involved in the recruitment of the Senior Manager, Team Manager and Senior Practitioners. In the last 12 months Board Members have participated in case file audits, resettlement planning meetings and additional oversight of our Children Looked After cohort.

Given local priorities the YJS continues to increase its engagement with the Head Teachers Federation to raise the awareness of priorities linked to new Key Performance Indicators and continues to work with the Education and Youth Senior Management Team to increase oversight of children and young people in unsuitable education, training and employment and develop strategies to reduce exclusion and increase attendance. Flintshire YJS is also a member of the Education and Youth Safeguarding Panel and continues to raise the profile of issues affecting our cohort and wider safeguarding issues including Modern Day Slavery and Criminal and Sexual Exploitation. Flintshire continues to operate a multi-agency Missing, Exploited and Trafficked Panel which is co-chaired by the YJS Senior Manager.

The Youth Justice continues to collaborate with other Youth Justice Services within the region with shared representation at regional and national forums including North Wales Criminal Justice Board, Safeguarding Children's Board, MAPPA, IOM steering groups, YOT Managers Cymru working groups and the Serious Violence Duty Task and Finish Group. In the last 12 months Regional Youth Justice Managers have also worked collaboratively to commence a review of Out of Court Disposal (OoCDs), implementation of Turnaround, commission training and engage with partners to address resourcing issues including provision to develop trauma informed approaches such as ECM. Regional Practitioner groups have also been established to promote the sharing of best practice in the region.

Improving transitions and strengthening partnership relationships continue to be an area of specific focus locally and regionally. We have continued to focus on strengthening transitions with partners and in the last 12 months have reviewed transition agreements linked to Social Services, Education, CAMHS and Housing. In the next 12 months we will review agreements with North Wales Police linked to the delivery of Out of Court Disposals (OoCD) when updated national guidance is published and following an increase in the use of remand and custody have commenced a review of our Remand, Custody and Resettlement transition policy informed by case file audits, changes to guidance and input from children, young people and families who have experienced custody.

Locally the YJS continues to have established representation on the Anti-Social Behaviour (Community Demand Reduction) tasking group to help us respond to local incidents of anti-social behaviour and promote prevention activities in collaboration with Police and Flintshire Sorted. The YJS also has representation on the Education and Youth Safeguarding Panel, MST Strategic Board, Children and Communities Fund and Strategic and Operational MET Panels.

The Youth Justice Service is committed to continuous improvement and continues to represent the North Wales / Wales region on the Youth Justice Board's Sector Improvement Partnership.

## Board Development

In 2021 the Executive Management Board completed a self-audit of its governance functions, reviewed the performance information it receives and reviewed the findings of the HMIP Annual Inspection Report and Board Members continue to undertake operational oversight and improvement functions linked to Bureau Scrutiny, Children Looked After Cohort Monitoring, Health Task and Finish Group, Case File Audits, Harmful Sexual Behaviour Case Reviews and Resettlement meetings.

Following completion of an Executive Management Board self-assessment and review of HMIP standards the following areas were identified and the Board continues to progress these areas for development;

Area for Improvement	Progress
Further improve Performance Monitoring submitted to the Board.	We continue to increase the performance oversight through our Case Management System. New KPI's will ensure this data is further developed.
Improve monitoring of LAC cohort	We have increased our oversight and regularly meet with Senior Managers from Social Services for Children and Housing to support transitions.
Continue to make progress against Estyn Action Plan	The YJS is aligned to the Post Inspection Action Plan and seeks to increase Senior Management scrutiny of attendance and exclusion of the YJS cohort
Undertake the YJB Serious Youth Violence Stock Take and devise an Action Plan	Completed a multi-agency review and continue to develop an action plan to respond to youth violence. We have developed an Action plan which will be aligned to work on the Serious Violence Duty.
Strengthen strategic and operational approaches for children who are missing, exploited and trafficked (MET).	Re-commenced Strategic MET meetings across Flintshire & Wrexham.
Embed Enhanced Case Management (ECM) and trauma informed approaches.	Re-commenced ECM in Flintshire and working to become a Trauma Informed Service.
Improve links with Housing.	Revised our service level agreements and training in the pathway completed.
Improve access to and joint working with Parenting Support services.	Increased YJS parenting support through the Children and Communities Grant.
Monitor staff supervision frequency.	Monitored at every Board meeting.

The Executive Management Group has continued to commit to improving governance and service delivery and undertaken development sessions and in 2023 the Board have commissioned the Youth Justice Sector Improvement Partnership (YJSIP) to undertake a Peer Review on Leadership and Governance to support continued development and improvement.

In September 2022 the Board also undertook a development session and agreed our Participation Strategy, Youth Violence Action Plan, Disproportionality Action Plan and TrACE development plan.

From April 2023 the Board will support the Youth Justice Board's revised Governance, Accountability and Oversight functions with all YJS in England and Wales.

## Governance, Leadership and Partnerships Progress

- Increased scrutiny of Out of Court Disposals
- Development of Youth Violence Action Plan, Disproportionality Action Plan and Participation Strategy
- Continued use of Escalation Framework
- Support to address resource and recruitment issues and development of Workforce
- Succession and Development Framework

## Governance, Leadership and Partnerships Future Priorities

- Increase the use of service user feedback in service development
- Implement our strategies and action plans
- Continue work to reduce the use of youth custody
- Increased work to review complexity, caseloads and resourcing within the partnership.
- Monitor new Key Performance Indicators
- Review services and support for Victims of Crime.





## Progress on Previous Plans

### Executive Management Board Plan 2020-2023

#### Governance & Accountability

The Board is responsible for the delivery of Youth Justice services. Partners take responsibility, hold others to account and address risks to service delivery.

#### Actions

Monitor the YJS Executive Risk Register.	Completed
Review the operation of the YJS Delivery Group and undertake a partnership review.	Partially Completed
Strengthen mechanisms to respond and support professional disagreements / challenge.	Completed
Monitor YJS performance through KPIs, National Standards Audits and HMIP Inspection findings.	Completed
With North Wales Police monitor the delivery, timeliness and scrutiny of Out of Court Disposals.	Completed
Executive Board Members to provide feedback on their service area and advocacy for Youth Justice.	Partially Completed

#### Progress

The Board continues to exercise oversight and scrutiny of the Youth Justice Service and partnerships. Escalation and resolutions mechanisms are well established. YJS performance is monitored at every meeting and is beyond KPI's and in the last 12 months have commenced work to expand oversight and awareness of specific cohorts linked to Children Looked After, Disproportionality within the YJS and Youth Violence. In addition we will seek to review the operation of the YJS Delivery Group and engage in a Peer Review on Governance.

#### Workforce & Professional Development

In order to achieve the outcomes of the YJS the Board must ensure staff are supported and trained to respond to the needs of the young people, families and communities we serve.

Work with YJB, FACTS, CAMHS and local partners to develop a trauma informed workforce and improve opportunities for consultation and collaboration.	Ongoing
Ensure that staff are trained and services exist to respond effectively to Modern Day Slavery and Serious Youth Violence.	Ongoing
Continue to undertake annual Stress Risk Assessments with Operational Staff and monitor staff supervision.	Completed
Continue to develop closer links between the Executive Management Board and Operational staff.	Ongoing

#### Progress

A number of these priorities are considered long term. The Board is committed to embedding Trauma Informed Practice and has commenced work linked to the TrACE toolkit. Service reviews are underway with CAMHS as a key delivery partner. The Board has completed the YJB's Serious Youth Violence Toolkit and is working with the Police and Crime Commissioner regarding our Serious Violence Duty. Greater oversight is needed of children and young people involved at risk of modern day slavery. The Board has extended membership to include YJS Practitioners and continues to monitor the welfare of the YJS workforce.

## Executive Management Board Plan 2020-2023

### Partnerships

The YJS cannot achieve its outcomes in isolation. The Board must work with stakeholders to strengthen partnerships to promote aspirations and effective transitions for young people, families and communities.

### Actions

Implement recommendations from the Flintshire Flexibilities Funding Review.	Completed
Respond to the recommendations of the Flintshire Post Inspection Action Plan (Estyn) and strengthen partnerships and information sharing within education.	Ongoing
Strengthen partnerships with the Secure Estate and develop a strategy to reduce the use of custody.	Ongoing
Work with all partners to develop effective transitions for young people in the criminal justice system and identify gaps in services and provision.	Ongoing
Strengthen partnerships to parenting support, youth homelessness and mental health to better support parents and families in crisis.	Ongoing
Support the Youth Justice Service and Partners in recovery from Covid19 pandemic.	Completed

### Progress

The YJS continues to play a role in the Estyn Post Inspection Plan and has planned to increase oversight of attendance and exclusion. The Board is confident that partnerships and operational procedures with the secure estate have strengthened but a formal strategy to reduce the use of custody is in development. The Board feel partnerships continue to be strengthened at strategic and operational levels. Work is underway to review partnerships with health and the Board intend to support work linked to reducing youth homelessness.

### Improving Practice & Outcomes

The Board must ensure that the YJS continues to develop practice and that young people are listened to and are supported to reach their full potential and can lead a crime free life.

Develop a Disproportionality Strategy and identify key priority groups.	Completed
Develop a Participation Strategy and continue to utilise and promote the use of service user feedback to inform service practice and delivery.	Completed
Continue to monitor and evaluate findings from Critical Learning Reviews, HMIP inspections and National Standards Audits and ensure recommendations are implemented.	Completed
Monitor and respond to the implementation of the Youth Justice Blueprint.	Ongoing
Improve monitoring, oversight and outcomes of children who are looked after and involved with the criminal justice system.	Ongoing



Executive Management Board Plan 2020-2023

**Actions**

**Progress**

The Board has given greater focus to disproportionality and has developed an action plan to increase oversight and focus. The Board continues to play an active role in critical learning reviews and overseeing actions or learning points from audits or HMIP Inspections. Work has been completed to develop a participation strategy and increase oversight of children who are looked after within the youth justice system.

**Reducing Offending & Increasing Community Safety**

The Board must ensure the YJS utilises effective prevention and diversion and approaches to supervise young people to reduce the risk of re-offending, serious harm to others and address safety and wellbeing.

Utilise findings from pathways and locality research to inform service delivery.

Ongoing

Develop a Restorative Justice and Victims Strategy.

Not started

With partners develop strategies to respond to Modern Day Slavery and Serious Youth Violence.

Ongoing

Develop mechanisms to scrutinize and monitor the effectiveness of the of prevention and Bureau services.

Ongoing

**Progress**

The Board will continue to review local research and trends to inform service delivery within YJS and across the partnership. We continue to respond to emerging themes such as modern day slavery and youth violence and have started to develop these areas of work aligned to the Serious Violence Duty. Regional and national work is underway to support the review of early intervention, prevention and out of court work including multi-agency work linked to the 'No Wrong Door Strategy'.

## Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Reducing first time entrants</b></p> <ul style="list-style-type: none"> <li>• Children and young people not unnecessarily brought into the YJS.</li> <li>• Children and young people diverted to services that meet their needs</li> <li>• Maintain prevention and early help services.</li> <li>• Develop YJS, IYP and Sorted Services to respond anti-social behaviour and emerging issues affecting young people and communities.</li> </ul> <p><b>Priority: What do we want to achieve?</b></p> <p><b>Providing positive outcomes through education, training and employment</b></p>	<p>Undertake a review of YJS prevention services and strengthen diversion and restorative justice outcomes.</p>	<p>We commenced a regional review on OoCD's in North Wales with other YJS Managers – however, the work has been paused whilst we await the findings and recommendation of national YJB review in this area. The creation of Turnaround from December 2022- March 2025 provides additional opportunities to divert children and young people from the criminal justice system. The YJS continues to review opportunities for the use of Restorative Justice with partners.</p>	Ongoing
	<p>Continue to undertake regular scrutiny of Out of Court Disposals. Monitor Out of Court of disposals to ensure timely delivery, review and response to Quality Assurance.</p>	<p>We have an established Bureau Scrutiny Panel which is overseen by Management Board Members and drives continuous improvement.</p>	Ongoing
	<p>Engage with local partnerships to tackle localised anti-social behaviour or serious violence.</p>	<p>We have appointed a ASB Prevention Officer and have strengthened local oversight of ASB data including attendance at multi-agency forums with Police and partners. The service continues to support detached work within the community with our Sorted and Youth Service partners. The Serious Violence Duty and YJS Action Plan will be implemented over the next 12 months to support our responses to Youth Violence.</p>	Ongoing
	<p>Continue to support the Missing, Exploited and Trafficked process.</p>	<p>The YJS continues to support the MET process and have received additional training.</p>	Ongoing
	<p>Work with Education Managers and the Head Teachers Federation to increase school attendance and reduce the use of exclusion for substances.</p>	<p>The YJS has been supporting the Senior Management Team to review the School Exclusions Policy linked to substance use.</p>	Ongoing
	<p>Develop opportunities for young people to develop their aspirations though skills and activities.</p>	<p>We continue to explore this with our Education, Youth and College colleagues.</p>	Ongoing



## Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority:</b> <b>What do we want to achieve?</b></p> <p><b>Reducing re-offending</b></p> <ul style="list-style-type: none"> <li>Children, young people and families participate in their assessments. Assessments and interventions are of high quality and address need.</li> <li>Children and young people have access to appropriate services to reduce vulnerability and risk of harm.</li> <li>Children and young people have access to services to interventions that respond to the impacts of trauma or adverse childhood experiences (ACEs).</li> <li>Develop specialist assessment and intervention approaches for young people who display sexually harmful behaviour.</li> <li>Have a better understanding of our offending cohort.</li> </ul>	Monitor the use of the re-offending toolkit and implement new monitoring arrangements.	We continue to monitor trends in re-offending and have responded with increased oversight of specific cohorts.	Ongoing
	Increase support offered to parents of children and young people accessing Youth Justice Services.	We have employed a YJS Parenting Officer and continue to develop these services.	Completed
	Continue to develop services to support children and young people who display harmful sexual behaviour.	We have established partnerships and staff have accessed training to deliver specialist assessments and interventions.	Completed
	Continue to develop services and resources with YJS and partners to address serious youth violence and exploitation.	Youth Violence Action Plan in place and priorities being aligned with regional partnership work linked to the Serious Violence Duty. YJS continue to explore joint bids to develop intervention services through Action for Children Sidestep Programme.	Ongoing
	Monitor the characteristics of violent offending to include peer on peer and young person on parent violence.	We have strengthened our monitoring systems linked to this objective and will continue to add this to our performance monitoring linked to youth violence.	Ongoing
	Recruit a Restorative Justice Volunteer to further support victims within the youth justice system	We have invested in additional training of CPM's and offered Sessional positions to support future restorative justice pilots.	Completed
	Ensure staff undertake Ask and Act Training.	We have increased the number of staff who have completed this training which has been incorporated into ongoing workforce training plans.	Ongoing
	Undertake a multi-agency Youth Violence Stock take and develop an action plan to respond to Youth Violence to Continue to develop services and resources with YJS and partners to address serious youth violence and exploitation.	We have completed a multi-agency review of the YJB stock take and have a Youth Violence Action Plan.	Completed
	Strengthen Best Practice through Regional Intervention Groups to enable effective responses to emerging offending trends	We continue to attend these groups regionally to share and develop practice.	Completed

### Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Reduce the use of custody and provide effective resettlement</b></p> <ul style="list-style-type: none"> <li>Continued reduction in the use of custody and RLAA.</li> <li>YJS continues to offer robust alternatives to custody in the form of ISS and Intensive Referral Order Contracts.</li> <li>Custody if used is to be a safe place for children and young people</li> <li>Sentence planning and resettlement contributes to desistance of further offending and developing the strengths of the child or young person.</li> </ul>	Increase monitoring arrangements of assessment, planning and transition arrangements whilst young people are custody and ensure delays in communication or poor-quality documentation is challenged by YJS Managers.	Additional monitoring arrangements have been introduced for children and young people sentenced to custody and these arrangements also extend to those at risk of custody (Intensive Referral Order of YRO with ISS) where additional management oversight is in place.	Completed
	Engage HMPYOI Werrington to review assessment, planning, transition and resettlement arrangements.	The YJS has continued to meet with representatives of HMPYOI Werrington to strengthen working relationships.	Completed
	Develop a strategy to reduce the use of custody and remand to youth detention.	The Executive Management Board have undertaken a review in this area and develop responses in this area.	Ongoing
	Develop strategies to promote young people and parents' engagement in planning, resettlement and transition arrangements and ensure these occur promptly	We have reviewed our custody and resettlement arrangements and intend to strengthen support through our local pathway and with support from our dedicated education, parenting and CAMHS resources	Completed
	Promote close engagement with health and education services within the secure estate.	Our revised custody and resettlement pathway promotes increased engagement between YJS health and education representatives with the secure estate and their involvement in planning, review and resettlement arrangements.	Completed
	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Providing positive outcomes through education, training and employment</b></p>	Ensure effective monitoring and escalation process for young people not accessing or at risk of losing their ETE provision	The YJS has a strong relationship with the local Education Inclusion Service and continue to monitor and escalate incidents where children are not accessing or are at risk of losing their education provision. Engagement continues to take place with the Head Teachers Federation. Increased oversight has commenced at a Senior Management level to monitor our Key Performance Indicators.	



## Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority:</b> <b>What do we want to achieve?</b></p> <p><b>Providing positive outcomes through education, training and employment</b></p> <ul style="list-style-type: none"> <li>• Increase in the number of young people accessing ETE.</li> <li>• Increase the range of ETE opportunities for children and young people.</li> <li>• Equipping the workforce with trauma informed approaches, and restorative justice solutions.</li> <li>• Identify those young people known to YJS who may be at risk of exclusion or not accessing their entitled provision.</li> </ul>	Improve engagement and transition arrangements with further education providers.	A formal service level agreement is in place with Coleg Cambria and Careers Wales.	Completed
	Create opportunities for young people to increase their awareness of opportunities within further education, employment and skills providers to build on their aspirations.	YJS Team attended a launch event at Coleg Cambria for Job Growth Wales Plus and have reviewed our opportunities to promote engagement with Careers Wales	Ongoing
	Recruit a Youth Violence & Exploitation Prevention Officer to work within YJS and pilot High Schools.	YJS were unsuccessful in securing Youth Endowment Funding for these activities.	January 2023
	Continue to utilise the JAC to increase ETE opportunities through Agored, Duke of Edinburgh and other qualifications.	Our JAC continues to be used but we remain committed to working with partners to explore how we can increase the use of qualification frameworks in our work.	Ongoing
	Enable schools to develop frameworks to assess and support young people who may display harmful sexual behaviour in school settings	The YJS supported local High Schools to access AIM training.	Completed
	How are we going to achieve this?	Progress	Status
<p><b>Priority:</b> <b>What do we want to achieve?</b></p> <p><b>Transitions</b></p> <ul style="list-style-type: none"> <li>• Ensure appropriate, effective and timely transitions of young people to adult services.</li> </ul>	Monitoring of Y2A cohort through monthly meetings.	Despite the absence of a NPS resource the YJS continues to monitor its Y2A cohort and meet with managers from Probation Services	Completed
	Ensure effective engagement with local and regional IOM.	Despite the absence of a NPS resource the YJS continues to engage in local IOM.	Ongoing
	Revisit training with Managers and Practitioners regarding Y2A framework, Extended Supervision and YOT and Adult transfers.	Training has been completed through our Assessment, Planning, Intervention and Supervision groups with YJS practitioners & managers.	Completed
	Develop a young persons' transition plan to ensure young people and parents are included in planning for their transitions.	As part of assessment, planning and supervision (including risk and safety and wellbeing), practitioners are encouraged to explore with children and young people	Completed

### Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Transitions</b></p> <ul style="list-style-type: none"> <li>• Ensure appropriate, effective and timely transitions of young people to adult services.</li> </ul>	Review transition pathways and arrangements with all agencies to improve communication, planning and outcomes for young people.	We have transition or service level agreements with all our key partners and these continue to be reviewed.	Completed
	Ensure staff are trained in Housing pathways	Training has been completed and revised pathway developed	Completed
	Strengthen transitions for young people within care or as they attain adulthood.	Following local learning we recognise the need to strengthen our transition arrangements for children and young people in this area. Joint training on planning and pathways undertaken and YJS have Increased oversight with 3 monthly meetings with SSfC / YJS and Housing Senior Managers to monitor LAC cohort and identify possible transitions.	Completed

	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Improve emotional health and wellbeing</b></p> <ul style="list-style-type: none"> <li>• Ensure children and young people have access to substance misuse, emotional health and wellbeing services.</li> <li>• Ensure young people and families are safeguarded.</li> <li>• Reduce the number of repeat referrals to Social Services for Children.</li> </ul>	Increase opportunities for consultation and training between YJS, CAMHS and FACTS	Following the re-commencement of ECM, YJS have increased access to formal consultation with FACTS and we intend to explore opportunities to increase training and consultation opportunities with CAMHS.	Ongoing
	Obtain local CAMHS / FACTS support for the implementation of the ECM Model.	FACTS have re-commenced the ECM model across Court Orders and in April 2022 have extended the offer across all YJS interventions.	Completed
	Review local YJS practices to develop and embed trauma informed approaches in our assessment and intervention.	The YJS has commenced its work to become a trauma informed service using the TrACE toolkit and has an operational group with Public Health Wales, Youth Justice Board and Glyndwr University to progress this ambition.	March 2023
	Continue to provide universal, targeted and specialist drug and alcohol services	The YJS has strong relationships and referral routes to Flintshire Sorted, the young ppl's drug and alcohol service.	Completed





## Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority:</b> <b>What do we want to achieve?</b></p> <p><b>Improve emotional health and wellbeing</b></p> <ul style="list-style-type: none"> <li>• Ensure children and young people have access to substance misuse, emotional health and wellbeing services.</li> <li>• Ensure young people and families are safeguarded.</li> <li>• Reduce the number of repeat referrals to Social Services for Children.</li> </ul>	Monitor referrals into Social Services for Children and escalate repeat referrals to YJS and SSfC Managers group	YJS and SSfC managers continue to meet bi-monthly to review referrals and reports to Social Services for Children, discuss cases of concern and share good practice.	Completed
	Continue to disseminate learning from CSPPI and Critical Learning Reviews	The YJS continues to operate a CSPPI and CLR framework which is over seen by the YJS Management Board.	Completed
	Utilise the YJS cohort audit to review service provision and need relating to substance misuse and emotional and mental health.	In 2021-22 the YJS completed a cohort analysis which continues to inform our service design with health colleagues. A Health Working Group has been established to review resources, training and pathways.	Ongoing
	How are we going to achieve this?	Progress	Status
<p><b>Priority:</b> <b>What do we want to achieve?</b></p> <p><b>Participation and Engagement</b></p> <ul style="list-style-type: none"> <li>• Ensure young people can participate in decisions made about them at all points of the criminal justice system.</li> </ul>	Ensure young people and parents have access to appropriate information at all points of their involvement in the Criminal Justice System.	The YJS has reviewed information and documentation available to children, young people and parents which is available on our website. This will be further reviewed as part of our participation strategy.	Ongoing
	Encourage Service User Feedback to inform service development.	We have continued to encourage service user feedback and have also been exploring electronic means to complete feedback.	Ongoing
	Undertake a review of the YJS response to disproportionality and identity.	This continues to be an active workstream through our Disproportionality Action Plan	March 2023
	Develop a participation strategy	Participation Strategy in place. Youth Services plan to support us in the creation of a young person's version.	Completed

### Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Workforce Development</b></p> <ul style="list-style-type: none"> <li>Ensure a well trained workforce that can respond to the needs of children, young people, families and victims.</li> </ul>	Provide training to YJS and partner agencies on young people who display sexually harmful behaviour.	The YJS through the Education and Youth Senior Management Team, has supported the delivery of AIM resources to local High Schools.	Completed
	Modern Day Slavery, NRM and Youth Violence.	Staff have accessed training on safeguarding, Prevent and modern day slavery.	Ongoing
	Access training to support YJS practitioners to respond to the diversity and identity of the YJS cohort.	We continue to develop the training offer to staff in this area and access mandatory training provided through Flintshire County Council as part of an ongoing training plan. Ongoing identification of appropriate training through Disproportionality Action Plan.	Ongoing
	Undertake training with volunteers on Intensive Referral Orders, Trauma Recovery Model, ECM and Bureau	An ongoing training plan is in place to provide relevant training to our Community Panel Member volunteers.	Ongoing

	How are we going to achieve this?	Progress	Status
<p><b>Priority: What do we want to achieve?</b></p> <p><b>Performance and Service Delivery</b></p> <ul style="list-style-type: none"> <li>Effective monitoring of KPI's, ti n l Standards.</li> <li>Effective and timely quality assurance and supervision.</li> <li>Effective learning from case file audits, thematic inspections and Critical Learning Reviews.</li> <li>Understanding of the current YJS cohort and effective service delivery / resources.</li> </ul>	Highlight gaps in service provision / risks to the Executive Management Board & Partner agencies.	The YJS has an established risk register that is monitored through the YJS Management Board.	Completed
	Monitor the completion of locally developed aspirations and outcomes tools to aid in planning activities	The YJS has undertaken case file audits linked to planning and we continue to implement learning and implemented a new planning template to increase participation and engagement of children, young people and their parents in the planning process.	Completed
	Undertake regular case file audits; <ul style="list-style-type: none"> <li>To improve case recording and outcomes.</li> <li>Monitor the quality of planning, transition and contingency activities.</li> </ul>	Learning has been disseminated to the YJS workforce and actions arising are added to our improvement plans.	March 2023



## Youth Justice Priority Plan 2020/2023

	How are we going to achieve this?	Progress	Status
<p><b>Priority:</b> <b>What do we want to achieve?</b></p> <p><b>Performance and Service Delivery</b></p> <ul style="list-style-type: none"> <li>• Highlight gaps in service provision</li> <li>• Ensure young people have a say in the delivery of services.</li> </ul>	<p>Amend Quality Assurance Documents for Court Reports and ensure an Asset Plus is completed for Specific Sentence Reports.</p>	<p>QA documents have been amended following recent case file audits and learning.</p>	<p><b>Completed</b></p>
	<p>Ensure young people and parents have an opportunity to discuss their report at least 24 hours before Court.</p>	<p>YJS Practitioners continue to share reports with children, young people and parents in advance of Court appearances.</p>	<p><b>Completed</b></p>
	<p>Review Court procedures and Implement revised Court Recording Template</p>	<p>The YJS has reviewed Court monitoring and recording practices to increase oversight and clarity.</p>	<p><b>Completed</b></p>
	<p>Intervention and Supervision (APIS) workshops with practitioners and managers to improve practice.</p>	<p>APIS workshops continue monthly.</p>	<p><b>Ongoing</b></p>
	<p>Monitor professional disagreements and escalations with the Delivery Group and Executive Management Board.</p>	<p>When revising service level agreements the YJS has ensured that escalation processes are in place. These are also monitored by the YJS Management Board.</p>	<p><b>Completed</b></p>
	<p>Encourage consistent feedback from Magistrates.</p>	<p>The North Wales YJS Managers have review and revised our feedback arrangements with HMCTS.</p>	<p><b>Completed</b></p>

## Resources and Services

The Flintshire YJS budget comprises partnership funding, YJB funding and specific grant funding. The budget allocation is reviewed annually by Flintshire YJS Executive Management Board and all partners (Police, National Probation Service, Health and Local Authority) agree funding contributions for the following year.

The budget includes an allocation from the Substance Misuse Action Fund (SMAF). Whilst this allocation does not fund Youth Justice Services it has been included as the service falls under the Youth Justice Service and members of the YJS Management Team have responsibilities for supervising staff within this service and therefore a portion of the grant does cover these costs.

For 2023/24 it is evident that partners are experiencing challenges and are having to make efficiencies within their own services and delivery models which have impacted on YJS contributions. Contributions from North Wales Police, Police and Crime Commissioner and National Probation Service have remained the same. The local authority contribution has reduced by £16,000 due to the requirement to secure efficiencies and Integrated Youth Services have been unable to make a £23,000 contribution to support the Anti-Social Behaviour Post due to these efficiencies. Health contributions have increased by 2% on the previous year.

Grant contributions from Families First and Children and Communities have remained the same and the Ministry of Justice have provided additional grant funding to support the Turnaround project. At the time of writing the Youth Justice Plan (May 2023) the YJS is still yet to receive confirmation of our grant allocation from the Youth Justice Board for 2023-24. The Youth Justice Service Executive Management Board is committed to explore and review funding arrangements from all partners to ensure future sustainability of the Youth Justice Service over the period of this Youth Justice Plan.



Projected Budget 2023-2024				
Agency	Staffing Costs (£)	Other Delegated Funds (£)	Total (£)	Staff Contribution (In Kind)
Local Authority	311,079			0.6 Education Officer
North Wales Police		23,757	23,757	1.0 Police Officer
National Probation Service		5,000	5,000	0.5 Contribution to YJS Officer Post
Health		11,767	11,767	0.8 Band 7 Nurse
Police & Crime Commissioner		15,636	15,636	
YJB Grant (including Youth Justice Centre Allocation)	271,536 <sup>1</sup>			
Children and Communities Grant (promoting Positive Engagement)	237,389		237,389	
Youth Support Grant	Nil		Nil	
Substance Misuse Action Fund	273,007			
Other (Families First)	15,000		15,000	
Ministry of Justice	68,422		68,422	
Total				

## Youth Justice Board Grant (Including Youth Justice Centre)

The Youth Justice Board Grant is provided to the local authority for delivery of youth justice services and front line costs which aim to prevent children offending and re-offending.

The Grant is intended to contribute directly to the functions of YJS including:

- Preparing pre-sentence reports
- Supervising children during their sentence
- Resettlement of children leaving custody
- Front-line work to reduce offending and re-offending
- Prevention - work to prevent children from offending and entering the youth justice system
- Support to children to gain improved access to further education and employment opportunities and providing IT
- Improving children's life skills with a view to building their resilience and independence away from offending choices
- Where applicable on Junior Attendance Centres

<sup>1</sup>At the time of writing the plan (June 2023) the YJB Grant is yet to be confirmed. Projection based on 2022-23 allocation

The grant must be used to support the child first principle and work towards the following outcomes;

- Reduce the number of children in the youth justice system
- Reduce reoffending by children in the youth justice system
- Improve the safety and wellbeing of children in the youth justice system
- Improve outcomes for children in the youth justice system

The grant also places expectations on local management board membership and representation which has expanded to include representation from the Youth Justice Board. The grant must also be used to support service delivery linked to YJB Case Management Guidance and Standards for Youth Justice. The YJS must also meet YJB data recording requirements and the connectivity and transfer of data and information when required with the other Youth Justice Services, Youth Custody Service and comply with Serious Incident Notification Guidance.

### How our Grant will be used

- Retain a staff compliment of practitioners and managers that are trained to supervise and support young people in order to prevent offending and respond to incidents of public protection and safeguarding.
- Continue to support ongoing AssetPlus training and development through the use of bespoke local and regional training including local APIS meetings and quality assurance to ensure children and young people receive effective assessment, planning, intervention and supervision. The service will also develop an Action Plan linked to changes to Case Management Guidance.
- Strengthen the local Bureau Scrutiny Panel and identify learning and service delivery improvements whilst implementing findings or service improvements from regional or national reviews and policies
- Continue to provide and strengthen prevention services through the Prevent and Deter Panel, support the work of the Flintshire Early Help Hub and strengthen multi-agency responses to anti-social behaviour.
- Develop responses to ensure effective transitions with our partners and wider services.
- Ensure the Youth Justice Service is engaging young people and supporting them to achieve positive outcomes through the use of locally agreed assessment tools and implementing our participation strategy.
- Work towards becoming a Trauma Informed Service and continuing to implement the Enhanced Case Management model and increase our understanding and responses to trauma in our practice.

## Youth Justice Centre (Junior Attendance Centre Grant)

Following the formal transfer of the Youth Justice Centre (Formally Junior Attendance Centre) from National Offender Management Service (NOMS) to the relevant Local Authority we continue to operate the Centre with the grant being utilised towards the costs including the Officer-in-charge (8 hrs per week) and sustaining the instructor/sessional staff delivering programmes and venue hire.

The Grant must be used to support the following objectives;

- Facilitating the completion by young people of attendance centre requirements imposed by the courts;
- Operating a local delivery model that is innovative and flexible in response to locality needs and risks while complying with the expectations articulated in the Secretary of State endorsed, JACs operating model;
- Organising the JAC activities to achieve: reductions in youth re-offending, development of young people to gain improved access to further education and employment opportunities and improving young people’s life skills with view to building their resilience and independence away from offending choices.

The Youth Justice Centre currently delivers bespoke sessions to children and young people on a 1:1 basis based on identified needs this may include;

2022-23 Youth Justice Centre Delivery		Sessions Delivered
Number of Referrals	47	<ul style="list-style-type: none"> <li>• Managing anxiety, stress and emotions</li> <li>• Responding to peer influences</li> <li>• Victim Awareness</li> <li>• Employability skills (CV support, confidence and goal setting, problem solving)</li> <li>• Drugs and Alcohol Awareness</li> <li>• Knife Crime Awareness</li> <li>• Exploitation and staying safe online</li> </ul>
Number of Sessions Offered	155	
Number of Sessions Attended	128	
Number of Young People Completed	47	
Completion Rate	82%	

As part of our Youth Justice Plan we will continue to operate the Centre but start work to evaluate the impact and evaluate the interventions that we deliver.

## Remand Framework for Children

The allocation of the above grant is calculated based on historic remand data. As a result the YJS received no allocation in 2021-22 and is awaiting confirmation of any allocation for 2023-24.

## Staffing and Service Delivery

Flintshire YJS works with young people across the whole Youth Justice spectrum (pre/out of court and post court):

- Prevention of offending (Prevent and Deter) and support for early intervention (Early Help Hub and Turnaround)
- Pre conviction arena (PACE activities, bail and remand management)
- Integrated pre/out of court system (Bureau)
- Community sentences (Referral Order and Youth Rehabilitation)
- Custodial sentences (DTO, S.90/91)

Flintshire YJS ensures the delivery of court orders (both in the community and custody) in line with National Standards for Youth Justice, national Case Management Guidance and other statutory requirements. We recruit, train, manage, supervise and deploy volunteers to carry out a range of functions (including the delivery of diversionary projects, restorative justice activities, support on licence and in support of the ECM project).

We operate a fully staffed court rota for the Youth Court, Remand Court, Crown Court and Special Courts (Saturdays and Bank Holidays). In addition we provide Appropriate Adult cover for two local Police Stations (YJS practitioners during office hour and contract The Appropriate Adult Service (TAAS) outside office hours during evenings and weekends).

Statutory assessment and planning activities (Youth Caution and above) are undertaken in line with the AssetPlus framework. A shortened Bureau Assessment is completed for diversionary cases where a non-criminal disposal is being considered. However, the YJB are currently developing a mandated tool for out of court due to be released in March 2024. For Turnaround we have developed a 'What Matters' Assessment. We ensure safeguarding, safety and wellbeing and management of risk, including public protection, in relation to young people in the youth justice system. The YJS works with victims of youth crime to ensure meaningful input to work with young people who have offended and has expanded restorative justice across all orders within existing resources.

Within the last 12 months the YJS has experienced a number of resourcing pressures. At the start of 2022-23 the YJS had an approved a one-time carry forward request from a surplus within the wider Integrated Youth base budget. The purpose of this carry forward was to increase resources to address increases in anti-social behaviour following the Covid19 pandemic and an opportunity to develop resources to strengthen collaborative approaches with Integrated Youth Services to anti-social behaviour and youth violence, both of which were planned to be part of our annual Youth Justice Plan for 2022-23. Moreover, both posts, whilst offering opportunities to develop prevention and collaborative approaches, would also help the service address increase demand and referrals into YJS which were exacerbated by sickness absence.

At the same time the YJS had secured an agreement with the National Probation Service that in the absence of their ability to fulfil their statutory obligations linked to a 0.5FTE Probation Officer, they would fund a 'like post' in the form of a YJS Officer. Following discussions at the time a decision was made by you both in your capacity as Management Board Chair and Deputy Chair





to increase this post to a 1.0FTE to support demands in the service and improve the prospects of recruitment. In addition delays to grant notifications impacted on longer term recruitment planning with the YJB confirming our grant and 9.8% increase in July 2022.

However despite progressing our recruitment strategy the service experienced a number of challenges including The market place appears to be more competitive and

- Successful candidates have chosen or negotiate better terms to remain in their home organisation or new organisations.
- Short term funding was a factor in recruitment and unlike in previous years would appear to carry greater risks for candidates.
- It has been increasingly difficult to recruit specialised positions including Youth Workers and Probation qualified staff for both YJS and partner agencies.
- Multiple rounds of recruitment had a detrimental impact on staff time and morale which has been born out in last year's Staff Stress Risk Assessments.

Following escalation of these risks the Management Board and Chief Officer Team agreed to support a number of mitigations including making posts permanent to secure strong candidates and provide stability to service delivery. In addition the Management Board have developed a longer term Succession and Workforce Development Strategy which includes;

- Creating a development framework which allows current staff to develop their skills and receive relevant training, experience and support to progress to other roles within the Team
- Amending our Sessional Worker Job Description to allow for wider opportunities for development and encourage them to access the development framework.
- Creating opportunities to encourage Community Panel Members to access the development framework
- Explore the use of student placements.

Within the last 3 years the service has encountered challenges with an increasingly flexible way of working, as a number of case managers are now working part time. In addition, periods of increased referrals coming through to the service, previous reductions in equivalent full time staff has meant that in real terms the caseload has risen significantly over the past three years.

Covid has impacted our workforce and service delivery at various points over the past 2 years with varying levels of severity. In addition the service has experienced workforce absence due to childcare and general sickness related absence. Similar impacts have been felt by our partners which has at times impacted on resourcing and with the National Probation Service has resulted in the temporary withdraw of our statutory resource.

However, in light of the additional arrangements put in place by the Management Board and Chief Officer Team we have been able to work towards mitigating short and longer term risks to service delivery. The Youth Justice Service has 25 staff (including management, YJS Officers / Case Managers, Specialist, Seconded and Business Support staff), 5 Sessional Workers and 3 active volunteers currently. We have a YJS Case Management compliment in our full establishment of an equivalent in 2021-22 as 5.7 without taking into account short or long term absences. However, in 2022-23 with the intervention of the Management Board and Chief Officer Team this has increased to 7.2 FTE. Ongoing work is planned via our Youth Justice Board to better understand the impact of case complexity and current resourcing into the YJS and will continue to monitor service pressures within our Risk Register.

Flintshire YJS operates an end to end case management working on prevention, out of court, statutory community and custody cases, enabling staff to work to their expertise whilst ensuring the optimum time and conditions within which to secure meaningful engagement with the children, young person and family/carers.

The Service has developed a training plan for its workforce and continues to ensure that seconded staff such as Probation Officer and Police Officer are working in accordance with current YJB or partner guidance. We operate a multi-professional team around the child, maximising expertise of professionals in Flintshire YJS, and utilising additional skills from outside the service as required. The integration of pre and post court staff under single line management at local level; the restructure of the service into one office base, utilising remote working/technology have helped to build capacity and capability, improve outcomes and ensure value for money. Following Covid staff and managers have also been required to integrate virtual methods of working via MS Teams into case management and following recovery, whilst these methods will now be integrated into our work with children, young people, families and victims, they will not be the preferred default method of engagement.

At present the Youth Justice Service does not have a nominated resource from Social Services for Children, which has been further impacted on the national shortage within this qualified workforce, however, it is noted that a number of a manager and a practitioner have Social Work qualifications.

## Resource & Services Progress

- Additional capacity added to support YJS Operational activities
- Workforce Succession and Development Plan in place
- Operation of the Youth Justice Centre

## Resource & Services Future Priorities

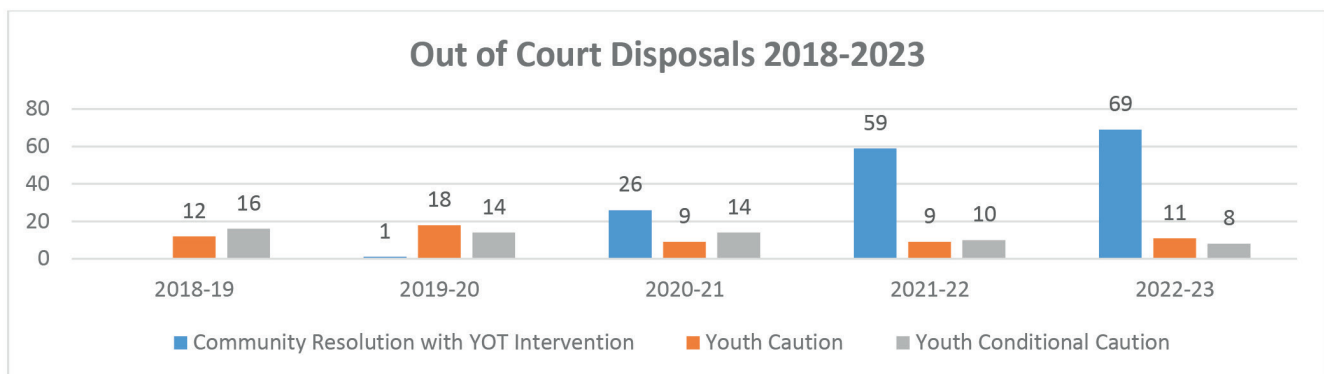
- Ongoing recruitment linked to Community Panel Members and Sessional Staff
- Continue to review capacity and resourcing across the partnership
- Evaluate outcomes from the Youth Justice Centre
- Implement new Key Performance Indicators

## Performance & Priorities

### Prevention & Diversion & First Time Entrants

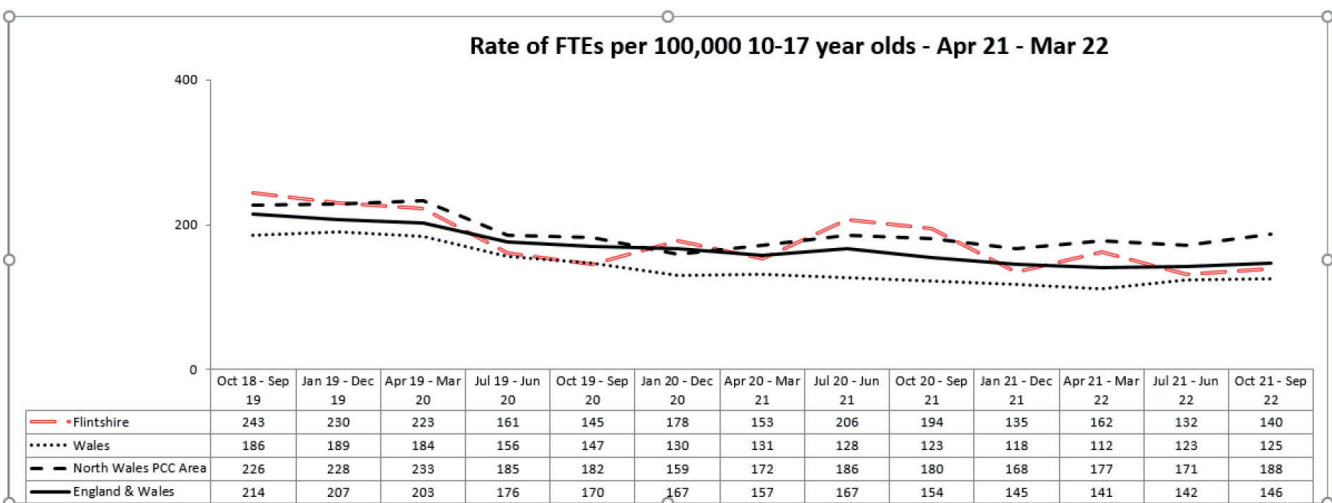
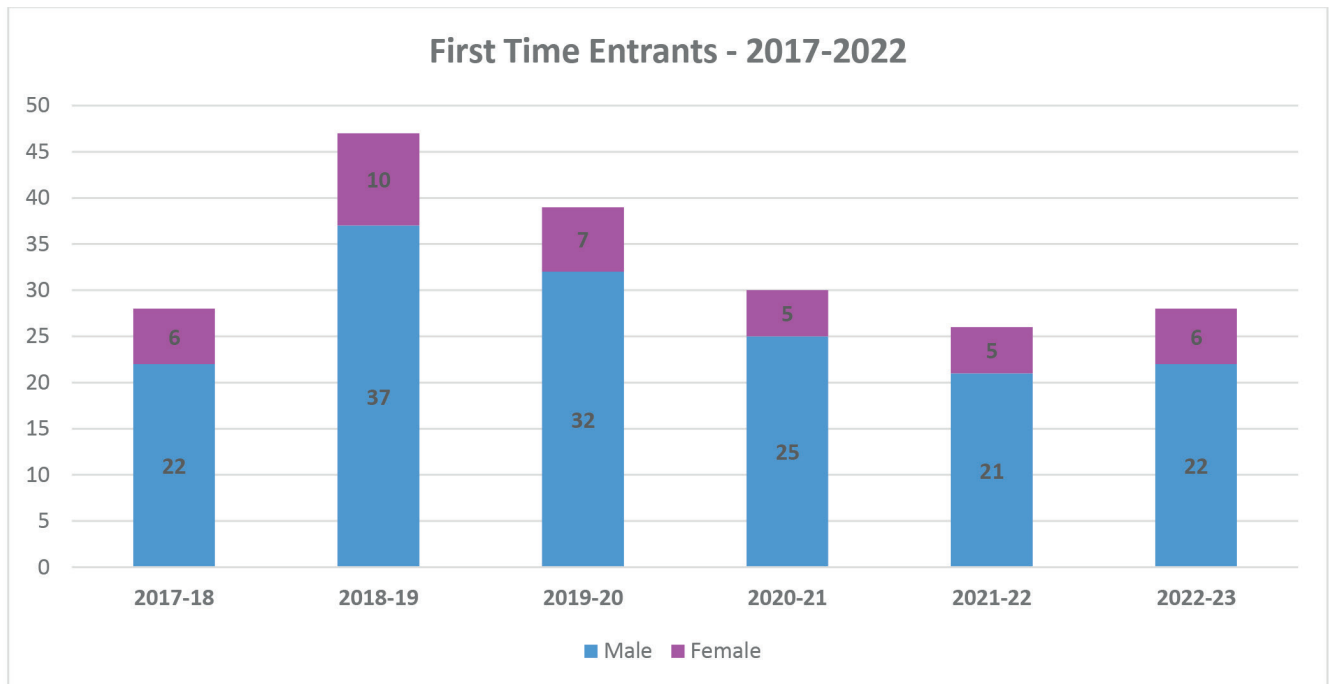
The YJS operates a **Prevention** Panel which provides voluntary support to children and young people at risk of engaging in anti-social behaviour and offending. In 2022-23 the YJS worked with 2 young people on prevention programmes. The provision of Turnaround also supports our prevention offer.

**Diversion** activity within the YJS is undertaken by aspects of our Bureau which oversees the assessment and delivery of Out of Court Disposals. Diversion is where children with a linked offence receive an alternative outcome that does not result in a criminal record, avoids escalation into the formal youth justice system and associated stigmatisation. This may involve the YJS delivering support / intervention that may or may not be voluntary and/or signposting children (and parent/carers) into relevant services. All support should be proportionate, aimed at addressing unmet needs and supporting prosocial life choices. Within Flintshire this is delivered via a Community Resolution (Out of Court Disposal): A diversionary police outcome that can only be used when children have accepted responsibility for an offence or No Further Action: An outcome used when the police decide not to pursue an offence for various reasons. This may be because there is not enough evidence, or it is not in the public interest. Voluntary support may be offered to children to address identified needs.

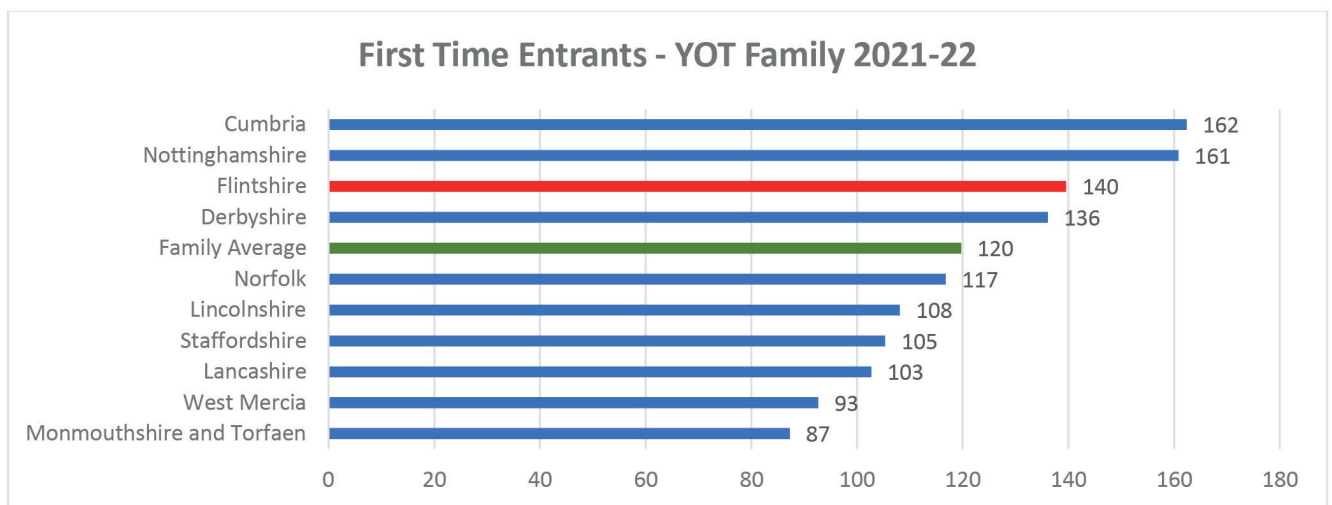


The YJS delivered 69 Community Resolutions following assessment which resulted in support being offered. This is a 17% increase on 2021-22. The YJS continues to review opportunities to increase diversion of children and young people from the formal criminal justice system whilst providing support.

First time entrants to the Youth Justice Service are young people between the ages of 10-17 who have received their first Youth Caution or Court Order. Our First Time Entrants have increased over the last 12 months from 26 to 28 children and young people. However, this continues to be lower than pre-pandemic data and in the period from October 2021-September 2022 our first time entrant rate remained lower than the North Wales PCC Area and England and Wales average but higher than the Wales average overall.



YJB family<sup>2</sup> data does also demonstrate that our current rate is above the average for YOT's of a similar social-demographic characteristic.



<sup>2</sup> YOT family data enables the YJS to benchmark their performance with other YJS's deemed to be similar to themselves in terms of the socio-demographic characteristics of an area.



Flintshire has a well-established Bureau process and Prevention Panel. However, when the service has experienced high levels of demand, prevention services have had to be curtailed or paused.

The additional Turnaround funding and inclusion of repeated ASB as a part of the criteria is welcomed and will prevent disruption to early intervention and prevention and impact on reducing first time entrants - however, the current exclusion criteria linked to children looked after, propensity of anti-social behaviour restricts the cohort we can support with Turnaround.

We await the outcome of national revised guidance linked to OoCD, however, work has commenced on a regional basis to review our processes and learn from recent inspections. Flintshire also has a local scrutiny panel which includes the Executive Management Board Members from HMCTS, Police and Senior Manager from the YJS.

Local processes are also well established with the Police, YJS and other partners to regularly review ASB demands within the community and the YJS has invested in additional resources to support this activity and engage with Flintshire Sorted (young person's drug and alcohol service) to deliver outreach Drug and Alcohol Community Support (DAC's) to engage with children at risk of substance use and ASB. We will continue to explore other opportunities to promote diversion through the use of restorative justice and partnership delivery. The service remains concerned with the implications on the ASB Action Plan and how this will support Child First approaches and avoid criminalisation of children and young people.

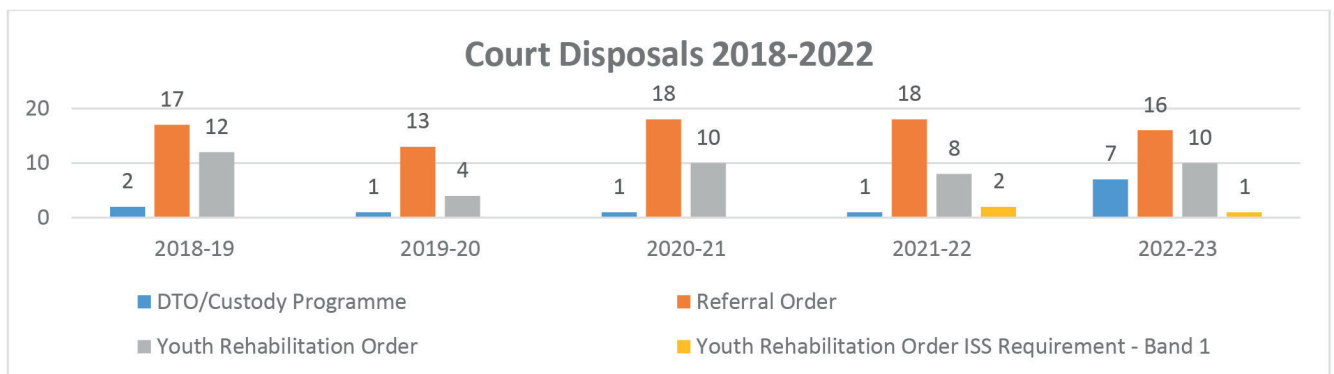
## Detention in Police Custody

The Youth Justice Service is required to provide Appropriate Adult's to the local custody suites when a child or young person is detained in a local police station and we have policies linked to the transfer of children and young people from Police Custody agreed by North Wales Police and Social Services for Children. We also **plan to increase in our regional oversight in conjunction with the police of the experience of children and young people whilst in police custody.**

Typically the YJS has not provided any additional support to children and young people detained in police custody unless they progress to our Bureau Panel or Court. However, the Turnaround programme criteria provides increased focus of children and young people released under investigation or subject to pre-charge bail.

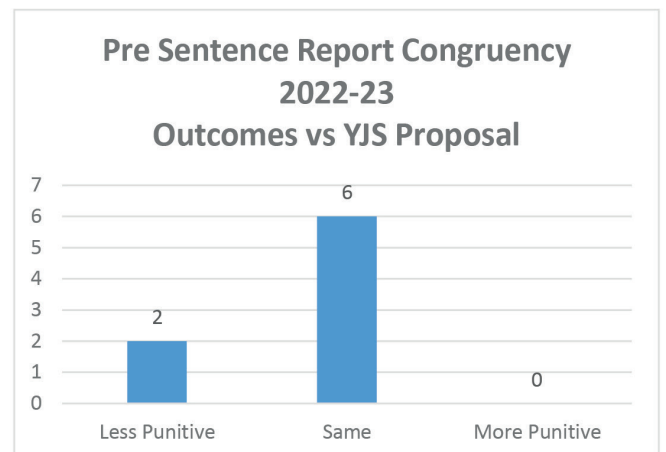
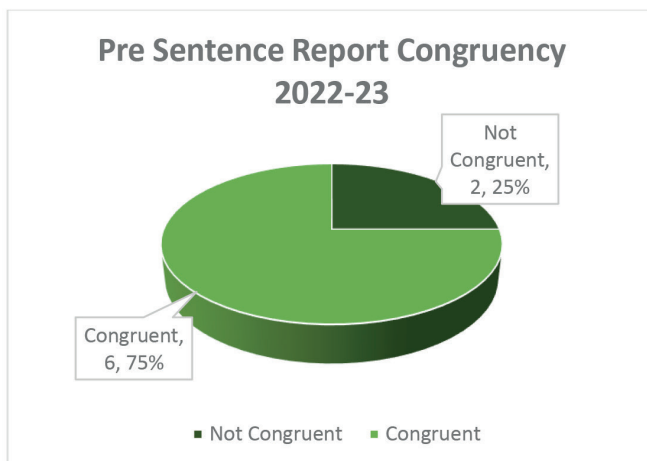
## Work at Court and Court Orders

The YJS provides support to our local Youth, Magistrates and Crown Court for youth related matters.



There has been small variances with community orders, however of significance is the increase in custody disposals which relate to 3 young people receiving 7 disposals during the period.

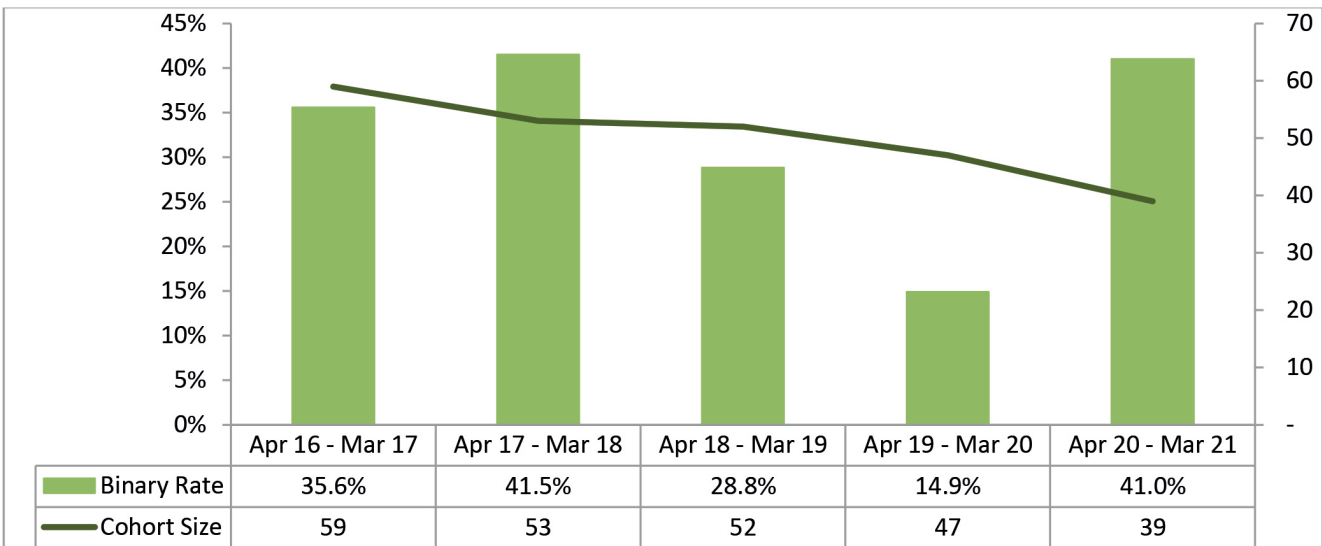
As part of our work in Court the YJS also monitors the congruency between the Pre-Sentence Reports we prepare linked to sentencing recommendation. 75% of our recommendations were followed, however in 25% the Court assessed that a less punitive sentence was appropriate.



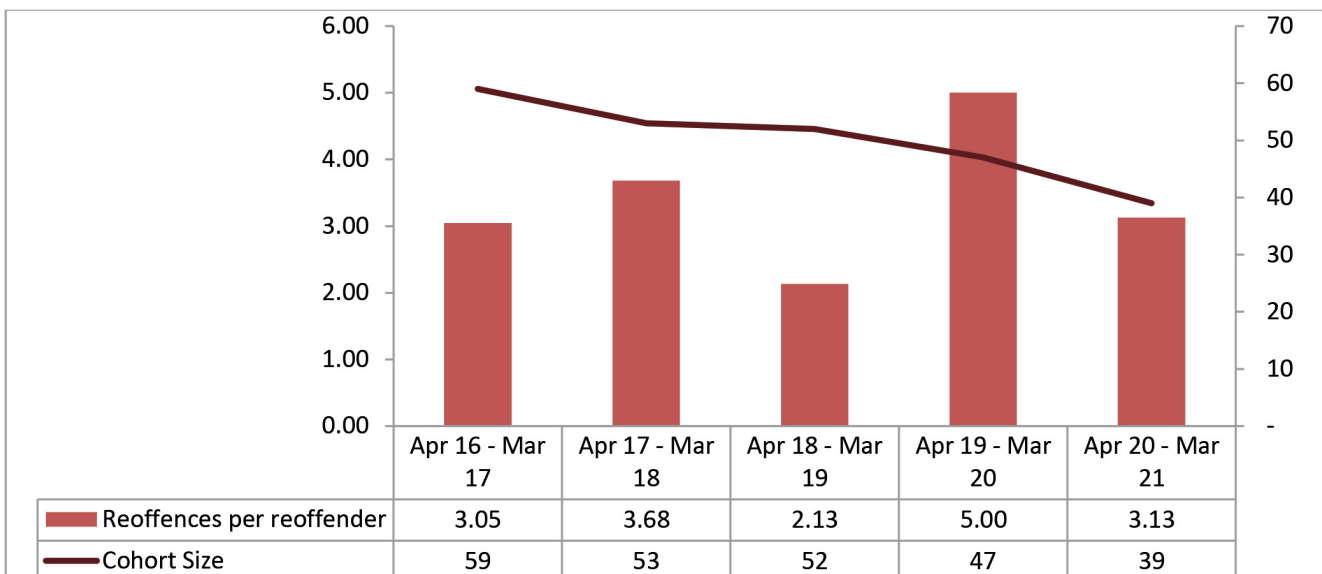


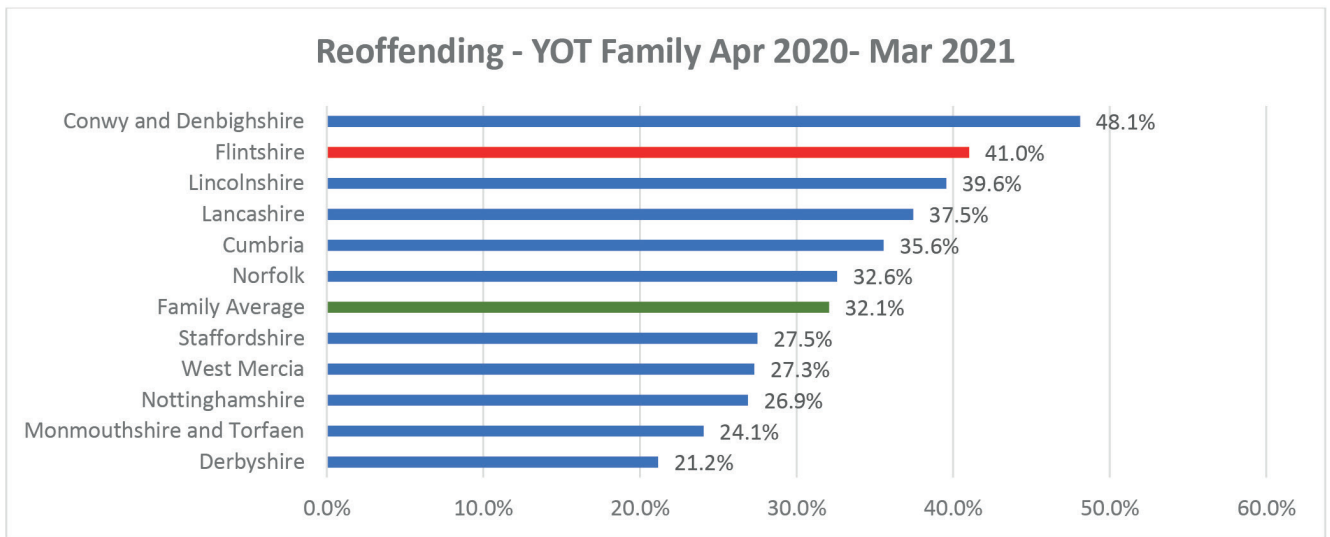
## Re-offending rates

Frequency and binary re-offending is published quarterly per Youth Justice Service by the Youth Justice Board comparing a rolling 12 month cohort from 2 years ago with 3 years ago which is informed by PNC data. The binary figure relates to the number of young people in the cohort who re-offended and the frequency figure relates to the number of offences per young person.



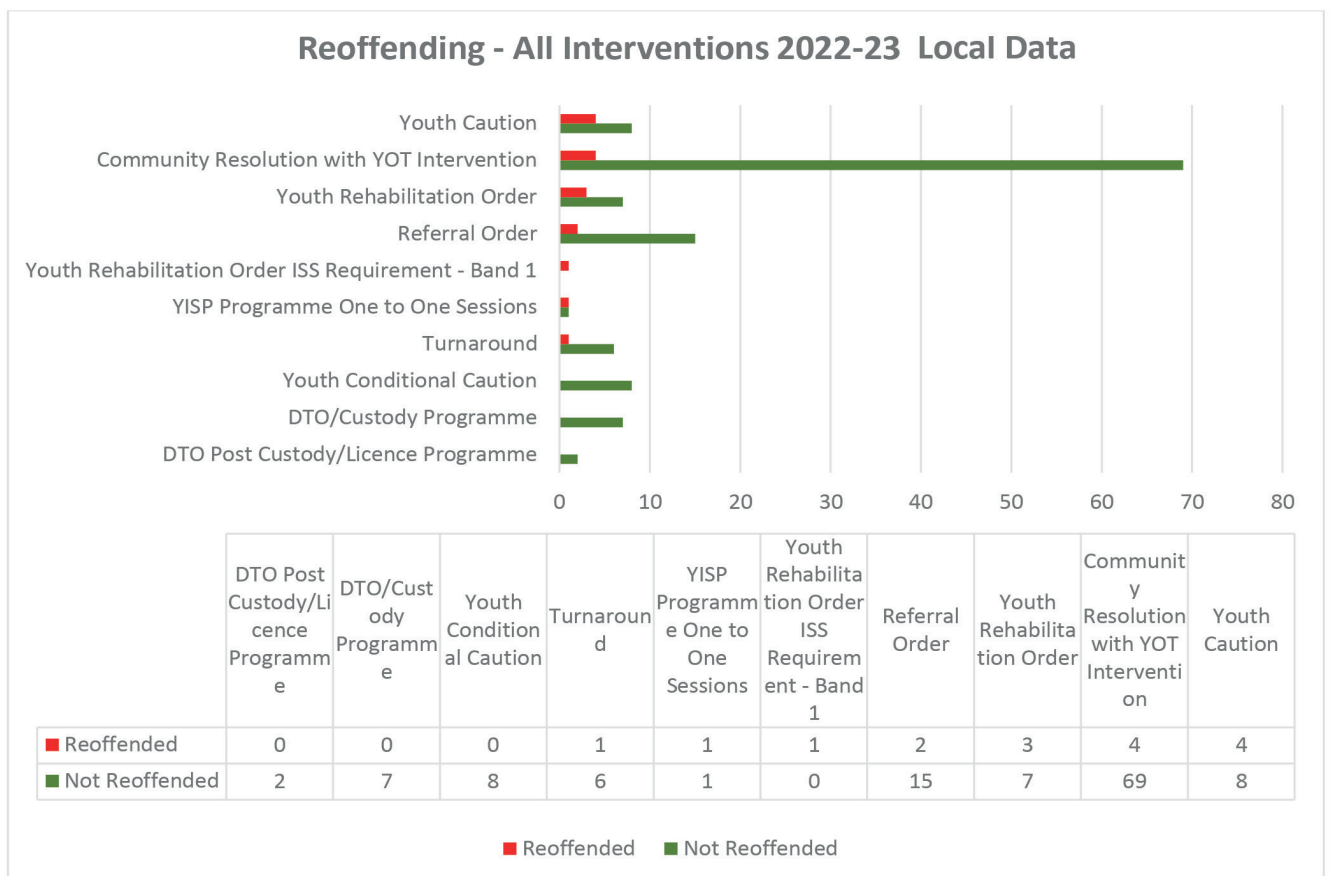
We have seen an increase in our YJB re-offending data based on our 2020-2021 cohort, however a reduction in the number of re-offences per offender. However, our re-offending data is above the average within our YOT family.



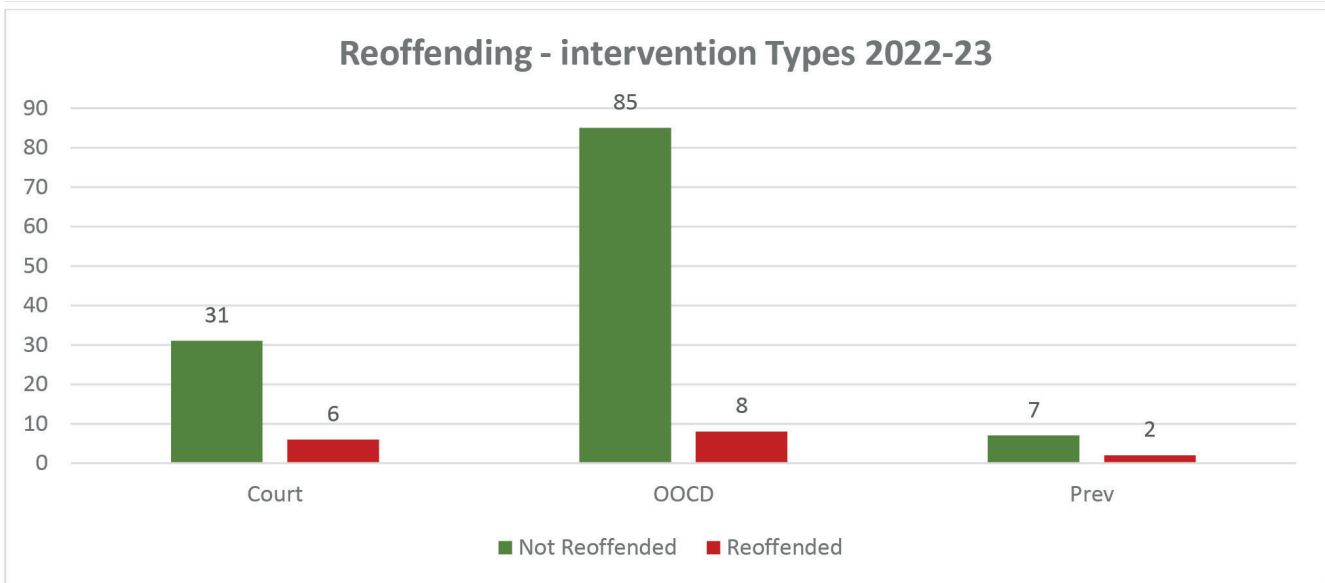


## Re-offending - Local Data

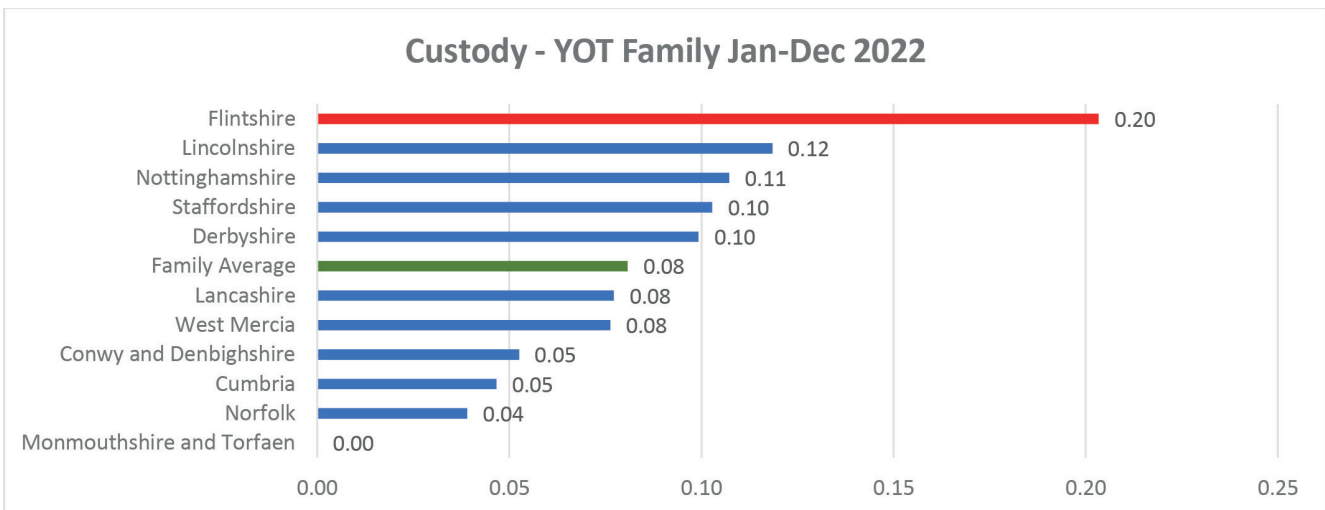
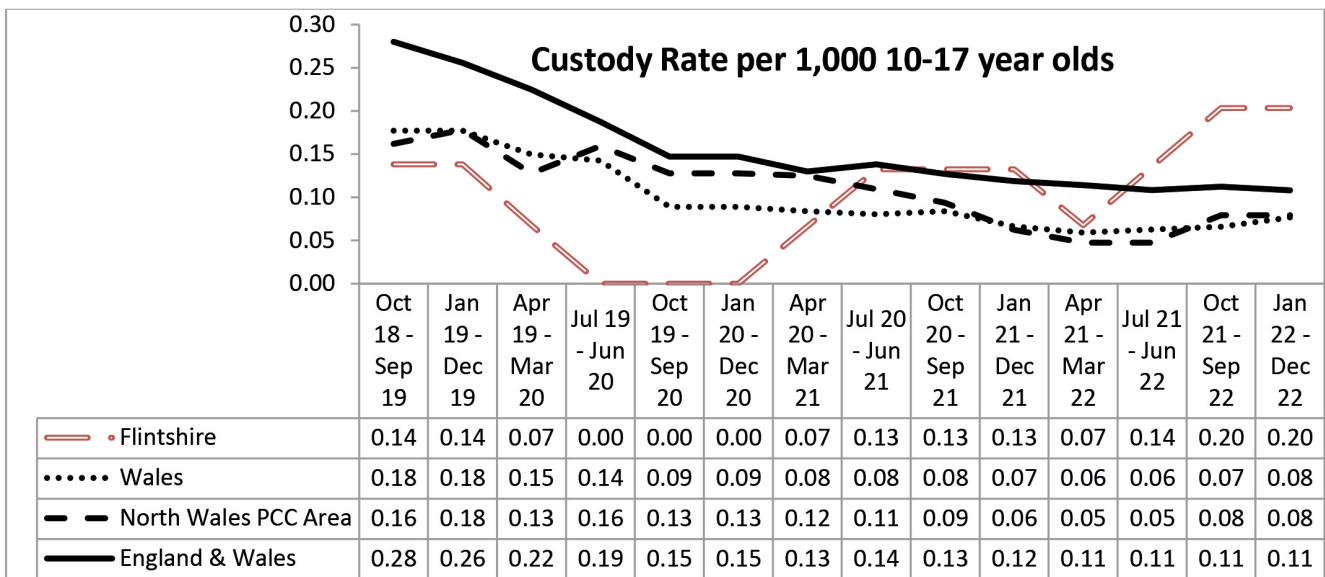
The YJS is able to provide more current data on re-offending using a case management report that replicates the YJB Re-offending Toolkit. This report looks at more recent data than the two year retrospective data. In addition unlike the PNC Data that informed the YJB Data, we are able to identify the individual young people and explore possible triggers to offending and split the data according to intervention. Data identifies anyone who has an commenced intervention in 2022-23 and if they have had a further offence since the commencement of the intervention.







### Remands, Use of Custody & Constructive Resettlement



The use of remand and custody was identified in the YJS Risk Register following 2 incidents of remand and 4 custodial sentences linked to 3 young people since April 2022. Previously our last remand was in 2018 and last custodial sentence in April 2021. Following this increase the Management Board reviewed custodial cases and Senior Managers engaged with children and young people subject to custodial outcomes to review current local procedures.

A number of factors have impacted on this increase including seriousness of offending, non-engagement in community orders and difficulties in securing placements for children and young people that will meet their needs and provide the support and supervision required. Wider challenges linked to social care and placement provision have impacted on the recommendations on community alternatives.

Case file audits with Management Board Members have also identified areas for improvement linked to improving the experience of children and young people whilst in custody regarding how we monitor and oversee safeguarding incidents and promote advocacy.

In an attempt to reduce the use of custody and improve resettlement, Social Services for Children have agreed to review and incorporate the YJS into their placement and small care home strategy (including crisis provision and multi-systemic therapy provision) and work is currently under way through the 4 C's commissioning framework to develop Independent fostering beds currently out for tender to provide a service in North Wales.

We will also continue to review our bail, support and ISS provision and engage with the judiciary.

## Education

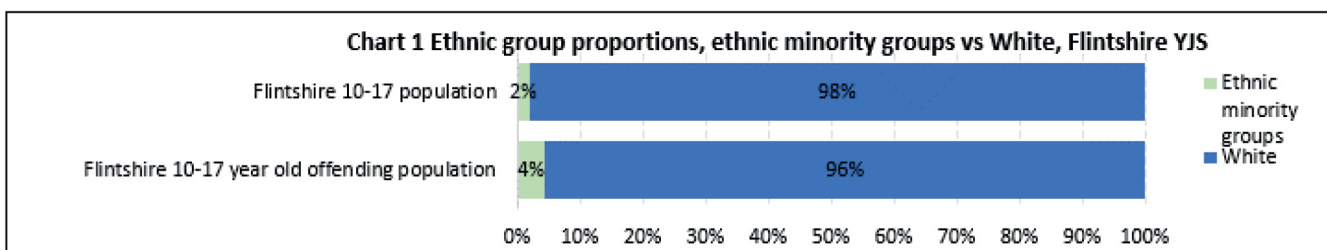
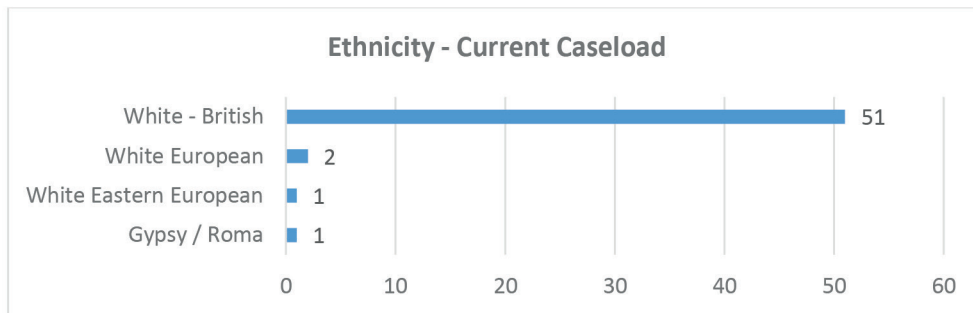
The YJS has a strong partnership with the Education Department, Coleg Cambria and Careers Wales and the Board have reviewed recent HMIP Thematic Reports and developed an improvement plan. The Senior Leadership within Education and Youth are working closely with the YJS to improve performance monitoring to assess suitability in education for our cohort. In addition, the portfolio has wider priorities linked to review of Education Other Than At School Provision (EOTAS), develop trauma informed schools and seek to amend school exclusion policies to increase attendance and reduce exclusion.

## Health

In 2021 the YJS undertook a review of its cohort linked to health needs and has commenced work around utilising this information which has been enhanced by workforce feedback to start a process to review health resourcing, pathways, transitions and training needs for the YJS. A Task and Finish group has been established with the participation of the YJS Management Board representative for health. The group is currently identifying key priorities and workstreams which will be incorporated into our Youth Justice Plan.



## Children from groups which are over represented



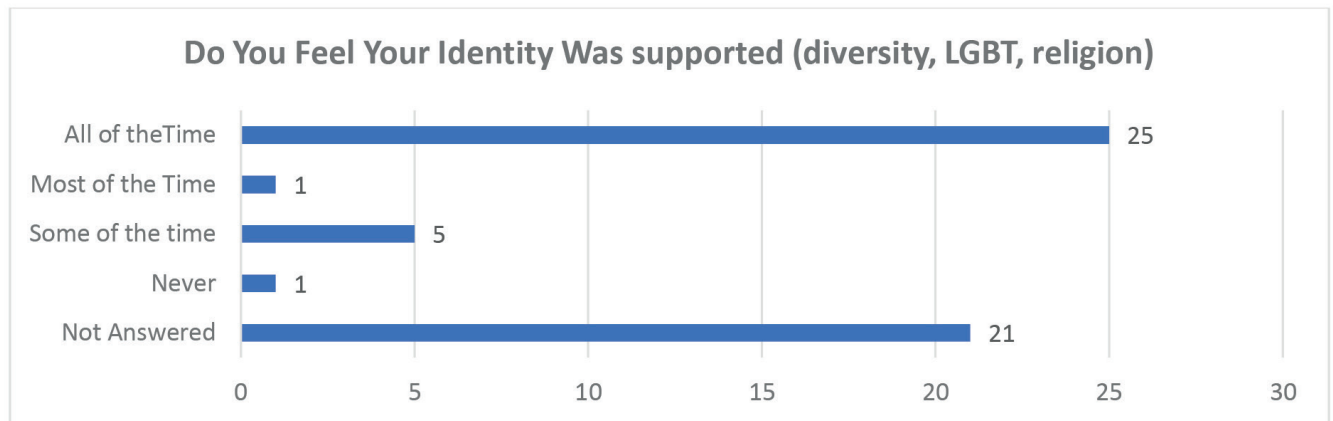
	Asian	Black	Mixed	Other	Ethnic minority groups <sup>(2)</sup>	White	Not Known	Total <sup>(3)</sup>
Flintshire 10-17 year old offending population	0	0	1	1	2	43	0	45
Flintshire 10-17 population	102	22	147	13	284	14,711	-	14,995
North Wales PCC 10-17 offending population	0	2	5	1	8	182	5	195
North Wales PCC 10-17 population	836	155	865	134	1,990	62,375	-	64,365

The YJS continues to monitor disproportionality within the Youth Justice System and the Management Board have agreed a disproportionality Action Plan which consists of the following actions;

- Increasing understanding of why some groups are over-represented within the youth justice system and improve our monitoring, review and evaluation frameworks.
- Collaborate with partners and develop holistic responses to issues affecting certain groups and improve life chances of groups that are over-represented
- Ensuring participation and engagement with diverse groups to understand experiences, inform practice, promote identity and access.
- Explore volunteer recruitment opportunities from a diverse range of communities

A task and finish group has been established to help the YJS to monitor progress on the action plan which will also be incorporated into KPI data. As part of our Action Plan it is important that we do more to understand the lived experience of children and young people from our cohort and promote diversity.

Recent Service User Feedback indicates that this is a key priority area for the Service.

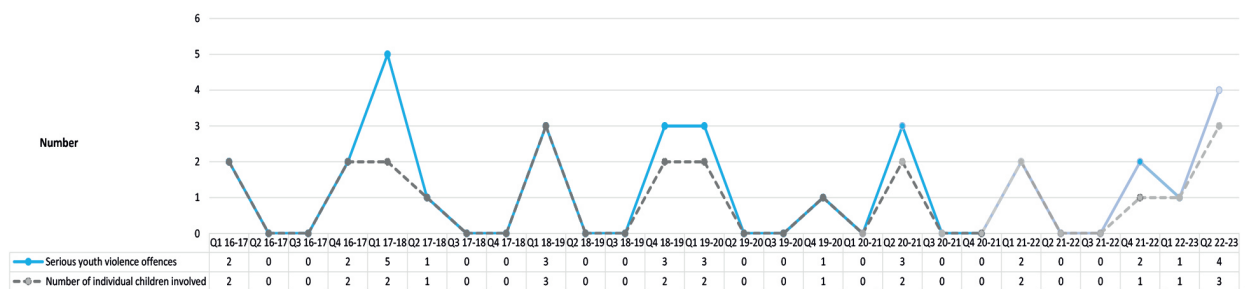


## Serious Violence and Exploitation

### Serious Violence

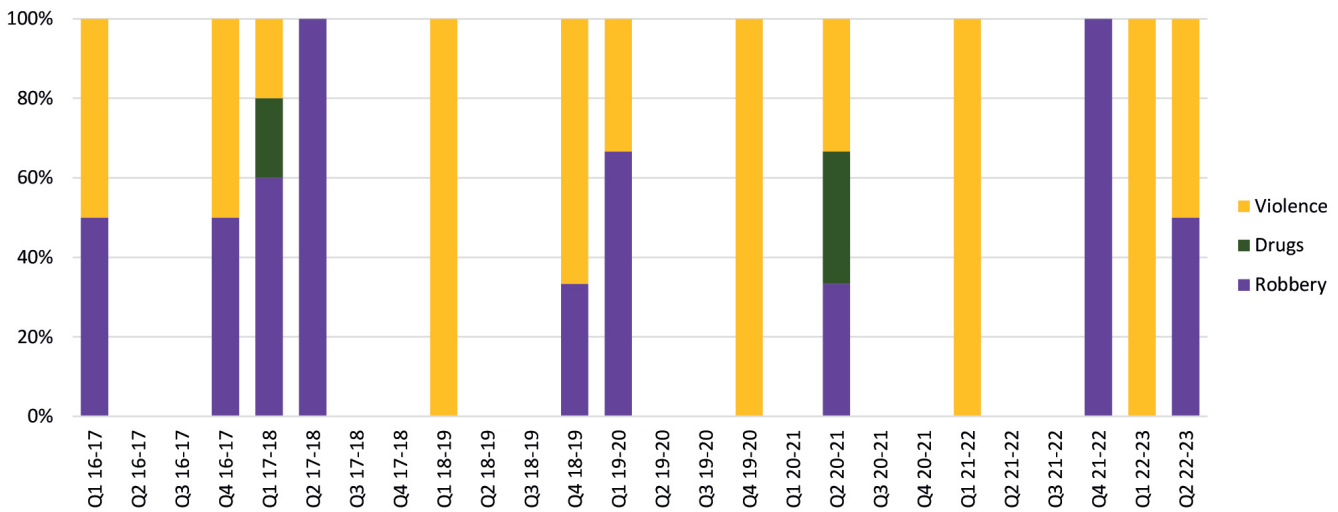
The Youth Justice Board’s operational definition of Serious Violence (SV) is any drug, robbery or violence against the person offence that has a gravity score of five or more. Gravity scores range from 1 (least serious) to 8 (most serious). Quarterly data are provided from Q1 2016-17 onwards.

Number of serious violence offences and number of individual children committing offences.

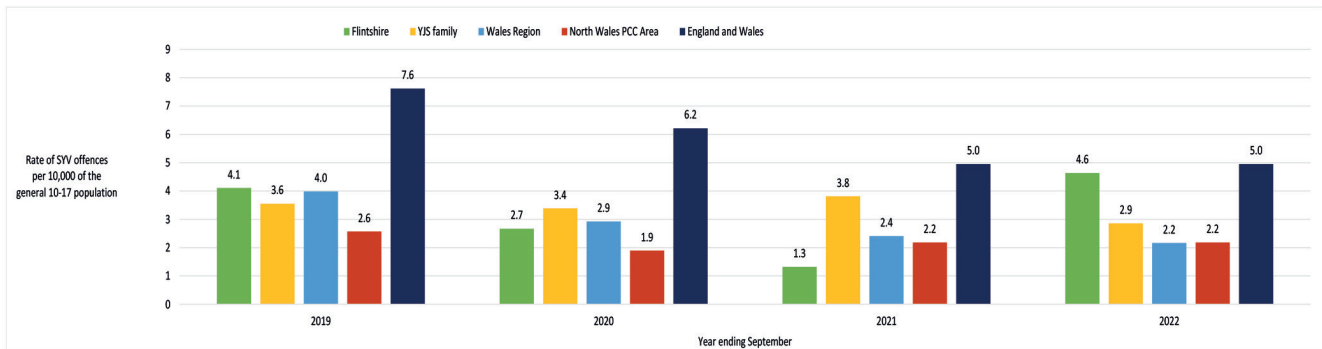


	Year Ending September 2022	Year Ending September 2021	Change	Year Ending September 2020	Change
Number of SV offences	7	2	+5	4	+3
Rate of SV offences	4.6	1.3	+3.3	2.7	+2
Proportion of SV offences	7%	1%	5.6pp	4%	2.8pp

The Youth Justice Board Serious Violence tool indicates that in the 12 months prior to September 2022 7 Serious Violent Offences were committed by 5 young people which indicates an increase of 3 offences when compared to the previous 12 months. These offences relate to violence (3) and Robbery (4).



The YJS can also compare data from England and Wales data on serious youth violence in addition to the North Wales Police and Crime Commissioner region and our ‘YOT family’<sup>3</sup>. When compared to previous years it is evident that in the last 12 months since September 2022 that our rate of serious violence has increased and is higher than YJS, Wales and OPCC region.



However a review of local data indicates that one young person re-sentenced following new offences has been counted twice within the data set which would place the actual number of 5 serious offences (3 offences of violence and 2 of robbery) committed by 4 young people.

## Number of knife and offensive weapon offences gravity score less than 5 (2018-2022).

The Youth Justice Board Serious Violence tool also records the number of offences that include the possession of offensive weapons in the 12 months from September.

	Year Ending September 2022	Year Ending September 2021	Year Ending September 2020	Year Ending September 2019	Year Ending September 2018
Number of offensive weapon offences	9	5	4	7	6
Number of Individuals	9	4	4	6	6

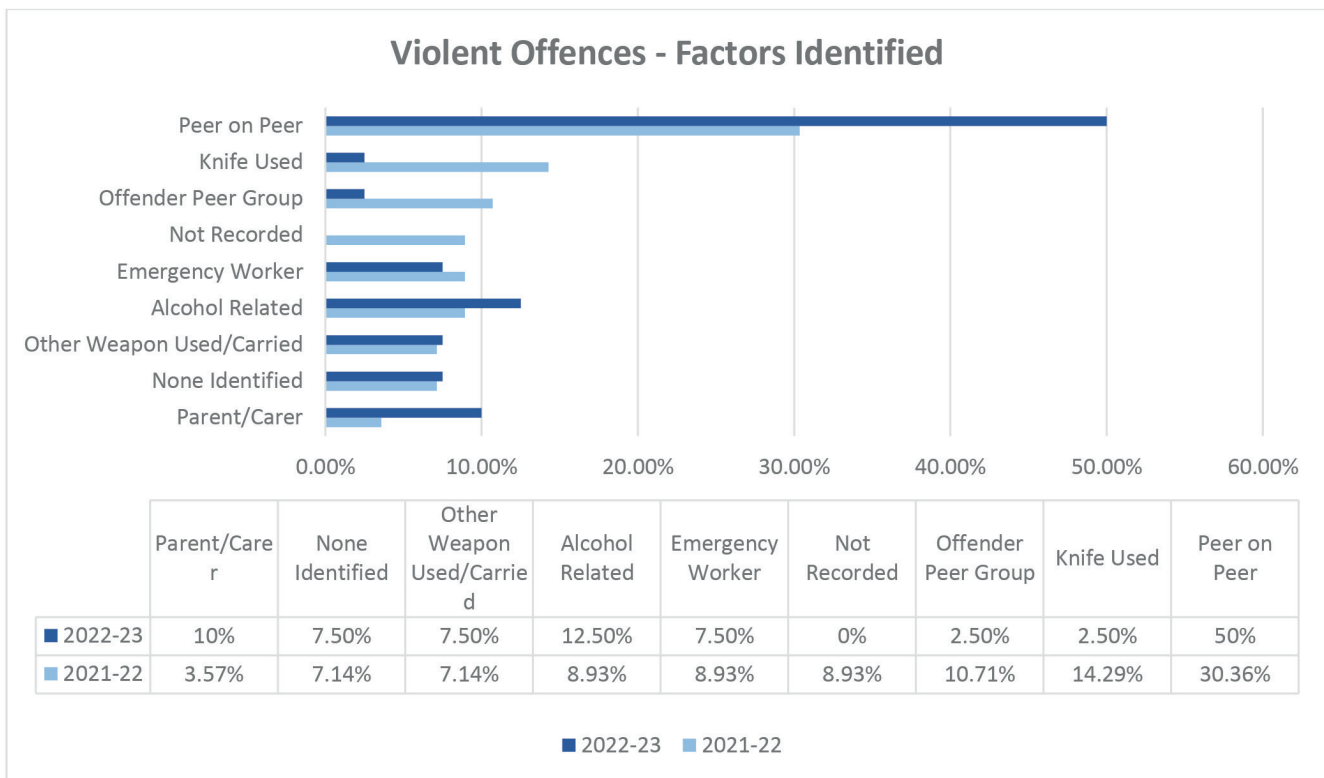
Since 2020 we have seen an increase in the number of possession of offensive weapon offences.

The change and increase in Serious Violence is also born out of recent Community Profile information developed by North Wales Police which indicates;

*“Whilst knife crime reports were up only slightly in the last financial year, reports of serious violence grew by almost a third with the average number of incidents per month rising to 31 from 23 across the region. Reports of wounding with intent grew 45% or 67 incidents. Wrexham accounted for 24% and Flintshire 19.5% of these offences. Serious violence offences rose rapidly after March 2021 in the wake of lockdown and throughout the summer until finally reaching a peak in August last year. Knife crime and serious violence were at their height during Q2 2021 (July-September) which was the period during which restrictions were finally removed from the hospitality sector and the region re-opened for summer tourism.*

*The last financial year also saw a growing trend in threats of violence and in the number of people carrying or threatening to use knives. Public Order and affray offences involving knives also increased. The intelligence suggests that the escalation in the threat of violence is primarily drug related, particularly in relation to those age 17 and under.”<sup>4</sup>*

<sup>4</sup> North Wales Police Community Profile Flintshire and Wrexham 2022



In our 2022-23 Youth Justice Plan Flintshire YJS had identified responding to youth violence as a key priority and had committed to developing a Youth Violence Action Plan. In the last 12 months the YJS Executive Management Board has approved an Action which we will continue to implement and monitor which sets out the steps we will take to reduce youth violence;

- Strengthen youth violence partnership work with Community Safety Groups, Local Safeguarding Boards, MET strategic Groups and Violence Prevention Unit.
- Establish a multi-agency Youth Violence Partnership Group to include statutory and voluntary sector.
- Agree a performance monitoring / sharing framework (intel etc).
- Identify current work streams across the partnership where there are opportunities for collaboration e.g. Contextual safeguarding.
- Identify ways in which our work can be strengthened through feedback and views of children, young people, parents and carers.
- Increase knowledge and availability of current interventions and understand current evidence based practice.
- Develop a specialist workforce to respond to youth violence.
- Review and understand current pathways into preventative, targeted and specialist support (e.g. Sorted and Detached Youth Work).
- Continue to align this plan with work and data under our responses to embedding trauma informed practice and addressing disproportionality.

Following the imposition of the Police, Crime, Sentencing and Courts Act 2022 a new Serious Violence Duty requires specified authorities to work together and plan to prevent and reduce serious violence, including identifying kinds of serious violence that occur in the area, the causes of that violence and to prepare and implement a strategy for preventing, and reducing serious violence in the area. The Duty also requires the specified authorities to consult educational, prison and youth custody authorities. Since September 2022 the North Wales Office of the Police and Crime Commissioner has established a multi-agency Task and Finish Group of which Flintshire YJS is a standing member.

The purpose and scope of the Task and Finish group is:

- To review and respond to the Serious Violence Duty, which will be issued by the Secretary of State under section 19 of the Police, Crime, Sentencing and Court Act (2022)
- To consider the North Wales Strategic Violence Needs Assessment produced by BCUHB Public Health Team, as well as other key data, in order to take an evidence lead approach
- To produce, in partnership, a Serious Violence Strategy for North Wales including underpinning actions to prevent and reduce the issues identified by the Needs Assessment
- To fulfil objective 2.4 of the Safer North Wales Strategy and Delivery Plan “Ensure North Wales are responding in partnership to the new Serious Violence Duty”, through the actions above
- To consider in partnership the Home Office serious violence funding and develop plans for how this will be spent.
- To agree longer term partnership arrangements for overseeing and reviewing annually the North Wales Serious Violence Strategy.
- It is likely that aspects of our Youth Violence Action Plan and wider multi-agency work linked to the Serious Violence Duty will converge.

## Exploitation

During 2022-23 26 children and young people had been identified by the service as at risk of exploitation and modern slavery and were referred through to the local Missing, Exploited and Trafficked Panel where National Referral Mechanism Referrals were submitted of additional support offered. Within Flintshire a multi-agency Missing, Exploited and Trafficked Panel is well established in addition to a newly created Contextual Safeguarding Panel to support these young people and communities. The YJS is also working with Action for Children to explore possible support through their Sidestep programme.

## Restorative Justice and Victims

The YJS continues to promote restorative justice at all points within the criminal justice system and wants to increase the use of restorative justice to promote diversion. We are keen to develop participation frameworks with our victims and ensure that we are promoting and adhering to the Victim’s Code.





In 2021-22 the YJS made contact with the following number of victims through the following routes:

Victim Contact/report	No.
Bureau	59
Referral Orders	12
PSR	7
SSR	2
No assessment/report due to absent of consent.	12

Additional Performance Indicators

New Key Performance Indicator	Current Position	Risks Challenges	Actions
Suitable accommodation	KPI monitored through the YJS Management Board  Housing Pathway & escalation process in place.  Youth Services Housing Support	Securing suitable accommodation availability	Youth Homelessness Strategy
Suitable education	KPI Monitored through the YJS Management Board  Education Pathway & escalation process in place.  YJS Attendance at EOTAS Panel	Challenges increasing attendance and reducing exclusion  Schools reporting increase needs and behavioural difficulties within the school community	Increased Senior Management oversight of YJS Education data.  Continued support within Education and Youth SMT to address Estyn recommendations.
Special Educational Needs and Disabilities / Additional Learning Needs	Not currently monitored.		To be reviewed with ALN Team
Mental Healthcare and Emotional Wellbeing	Welsh KPI monitored via YJS Executive Management Board  Health pathway and escalation framework in place	Increased emotional and mental health needs of children and young people.  Resource provision within Health / CAMHS  KPI's need to consider Welsh framework.	Review data in line with YJS Health Pathway to inform future service delivery / provision.
Substance Misuse	Welsh KPI monitored via YJS Executive Management Board	Emerging drug and alcohol trends	Increased monitoring with Flintshire Sorted through YJS & Sorted Management Team Meetings



New Key Performance Indicator	Current Position	Risks Challenges	Police to review changes.
Out of Court Disposals	Some monitoring through YJS Executive Management Board Pathway for Escalation with North Wales Police in place	Changes to regional policies	YJS North Wales Regional Managers have established a task and finish group with North Wales Police to review changes.
Links to Wider Services	Limited monitoring at Management Board YJS and SSfC Monitoring meetings	Recording the number of referrals to services.	Monitoring through local management team meetings to ensure accurate recording.
Management Board Attendance	Limited monitoring at Management Board	Poor attendance from representatives	Shared with Management Board Members and prompt follow up of non-attendance by Chair.
Serious Violence	Monitored at Management Board	Increase levels of serious violence and challenges in meeting our Youth Violence Action Plan	YJS part of task and finish group linked to Serious Violence Duty. YJS Youth Violence Action Plan mirrors work planned via Serious Violence Duty.
Victims	Limited monitoring at Management Board		YJS Management Team to review recording.

### Performance & Priorities Progress

- Agreed a YJS Youth Violence Action Plan, Disproportionality Action Plan
- YJS has become a standing member of the North Wales Serious Violence Duty Task and Finish Group
- Work to review partnerships and pathways in education
- Participated in Out of Court Review
- Implemented Turnaround Programme
- Continued operation of Bureau scrutiny (OoCD's)

### Performance & Priorities Future Priorities

- Support the implementation of the Serious Violence Duty Delivery Plan
- Review learning from our Serious Violence and Offensive Weapon Cohort
- Develop and evaluate interventions on violence within education and YJS settings
- Implement recommendations from Out of Court Review
- Implement new Key Performance Indicators
- Continue to monitor transition agreements with partners.
- Explore opportunities to monitor the experience of children and young people in police custody.

## Standards for Children in the Justice System Workforce Development

### Workforce Development

In addition to appraisal processes, we continue to take audits and engage with our workforce to identify training needs which inform service training plans. Such plans support ongoing mandatory training linked to safeguarding, data protection and case management.

### Assessment, Planning, Intervention & Supervision Meetings

We utilise these meetings where managers and practitioners can discuss policy, practice or share learning.

### Community Safeguarding & Public Protection Incident

The Youth Justice Service continues to operate a Community Safeguarding & Public Protection Framework where serious safeguarding or public protection incidents have taken place. The framework agreed by our Management Board promote critical learning and reflection across the partnership and the sharing of good practices well as identifying areas of learning and development. Any identified improvements are monitored through Action Plan's which are overseen by the YJS Management Board and Delivery Group.



## Staff Stress Risk Assessments

The Staff Stress Risk Assessment has been a re-occurring review conducted by the YJS Management Team since 2018. The purpose of the assessment is to review the general welfare of the team and provide an opportunity to discuss the wider strategic and operational elements within the service. The audit is provided to Executive Management Board members in order to monitor and implement any recommendations. The risk assessments were conducted on a one on one basis by the Senior Manager between March 2022 - May 2022 with 22 members of staff from Youth Justice Service and includes seconded staff.

<p><b>Demands -</b> workload. Work patterns, work environment.</p>	<p>Staff discussed that their workload fluctuates which is accepted as part of the role. However, staff felt that there were increased time demands in completing assessments, recording and administration, but there was a general understanding of the need to undertake this - however, some staff felt this took them away from time with the young person.</p> <p>At periods of high demand staff felt that they were able to liaise with their manager and be supported to overcome any issues and supported to help prioritise work or create action plans. Staff felt that the approach to hybrid working was positive but also emphasized that working in the office has also been useful to increase communication, share practice and support each other.</p>
<p><b>Control -</b> how much say the person has in their work</p>	<p>Staff felt that they had a high degree of autonomy around how they practice and felt that current policies and procedures supported this. Staff also felt that a recognition of trauma informed practice, relationship-based practice and Enhanced Case Management has supported different approaches and that managers were supportive. Staff however, indicated that they would like to be able to access more child friendly spaces / office space to support their work.</p>
<p><b>Support -</b> encouragement, resources, management support</p>	<p>Staff felt that they had the necessary support from their line managers and the wider management team and that support was accessible. Staff felt that supervision met their needs and was frequent. Staff also commented that managers were available outside of supervision which they were confident to access. Staff felt that the Team was widely supportive of each other and would assist when needed - however during busy periods this was impacted. However, being in the office supported this relationship. Staff would like further opportunities to spend more time together and explore team days and opportunities for reflection.</p>

<p><b>Relationships -</b> promoting positive relationships to avoid conflict and deal with unacceptable behavior</p>	<p>Generally staff felt that relationships across the partnership were good. Some staff raised issues linked to individual cases but felt that there were mechanisms in place to raise any delays or professional disagreements. Relationships with CAMHS, Action for Children and North Wales Police were typically reported as strong. Staff felt the presence of Seconded Education Practitioners supported their work but strengthening relationships with the wider Inclusion Service would improve attempts to improve education outcomes.</p>
<p><b>Role -</b> does the person understand their role</p>	<p>Staff felt that they understood their role and that their role was understood within the team. Where new staff had joined the team it was accepted that there was an element of learning the role but comments were made that staff were supported by the team.</p>
<p><b>Change -</b> how is organisational change (large or small) managed and communicated in the organisation.</p>	<p>Staff acknowledged that there have been a number of changes within YJS over recent years. Where changes occur staff commented that they understood why changes were made and that it had been made for a purpose. Staff felt that this was communicated appropriately through various mechanisms (APIS, Team Meetings, Practice Notes) and that staff were encouraged to be part of these discussion. Staff also felt that they could suggest possible change or improvements and felt these would be listened to.</p>
<p><b>Management Board</b></p>	<p>Staff discussed that they had a greater understanding of the Management Board and it's role. Some staff have had an opportunity to attend or observe a Board and have had some engagement with Board Members. The inclusion of a practitioner within the Board was seen as a useful addition and the team felt that information from the Board was also shared and there was a greater understanding of the direction of the service.</p>
<p><b>Youth Justice Plan</b></p>	<p>During the assessments staff were given an opportunity to discuss possible areas of consideration for the Youth Justice Plan. The Team were supportive of the general themes identified, especially linked to Trauma Informed Practice and Health.</p>
<p><b>Workforce Development &amp; Succession</b></p>	<p>During assessments staff were given the opportunity to discuss the Workforce Development and Succession strategy. All of the team felt that this was a positive addition and in some cases, some staff have already been supported to use this as part of their development.</p>



## Actions

- Create mechanisms to review case management recording and administration arrangements to reduce duplication and maximise time.
- Continue to explore child friendly environments to work with children and young people
- Explore opportunities to undertake more team events and reflective practice.
- Increase partnership working with the Inclusion Service

## National Standards, Case Management & Audit

The Youth Justice Board has released new Case Management Guidance in 2023 and as part of this years plan we will work to implement these new standards through a locally agreed action plan.

As part of continuous improvement the service continues to undertake Case File Audits against National Standards for Youth Justice and other priority areas. In 2022-2023 the following audits were completed against operational standards;

	Total Cases	Inadequate	Requires Improvement	Good	Outstanding
Pre Court	3		1	2	
At Court	2		1	1	1
Community	5			4	
Secure	2			2	
Transitions & Resettlement	0				

Since 2020 the Youth Justice Service has sought to increase scrutiny and oversight of the Out of Court Disposal (OoCD) decision making process within Flintshire YJS and developed a local Scrutiny Panel chaired by the HMCTS Executive Management Board Representative with representation of YJS Senior Manager and YJS Executive Management Board Representative from North Wales Police. Cases are selected at random by the chair and anonymised reports / assessments relating to the child, young person and victim are sent to the Scrutiny Panel. As well as scrutinising the decision-making process, assessments are scrutinised for their quality.

The Scrutiny Panel will then make a collective score based on the following;

1. Appropriate use and consistent with policy and guidance
2. Appropriate use with Panel Member reservations
3. Inappropriate use or inconsistent with policy and guidance
4. Panel Member fails to reach a conclusion.

11 cases were scrutinised in 2022-23. The panel assessed that 6 cases demonstrated appropriate use and 5 cases were appropriate with panel member reservations.

Where improvements are identified in any audit, the findings are shared with relevant individuals and practice recommendations are shared with the Team.

### Standards & Workforce Progress

- Continued commitment to continuous improvement
- Out of Court Scrutiny embedded in practice
- Completion of staff assessments

### Standards & Workforce Future Priorities

- Development of Case Management Action Plan
- Continued case file audits
- Respond to actions identified through Staff Assessments
- Continue to progress YJS Training Plan

## Evidence-based Practice and Innovation

### Resilience

Gwynedd Yns Mon Youth Justice Service previously secured KEES funding (Knowledge Economy Skills Scholarships) which seeks to unite academia through a funded PhD studentship to develop and understand the benefits of resilience approaches and interventions within a Youth Justice setting. Working with regional Youth Justice Services in North Wales we have been able to secure a further studentship to deliver these interventions to our practitioners to further develop the research base and create impact.

### TrACE

The Youth Justice Service has committed to working towards becoming a Trauma Informed Service using Public Health Wales' TrACE Toolkit. The service has a well established partnership with Public Health Wales and Glyndwr University who continue to support us in implementing our development plan.

### Evaluation

This year the YJS intends to increase it's evaluation linked to programmes and interventions it delivers within the Youth Justice Centre in order to better measure impact and inform future adaptations or delivery.





# Service Development Plan 2023-2026

## Executive Management Board Plan 2020-2022

	Actions
<p><b>Governance &amp; Accountability</b></p> <p>The Board is responsible for the delivery of Youth Justice services. Partners take responsibility, hold others to account and address risks to service delivery.</p>	<ul style="list-style-type: none"> <li>• Monitor the YJS Executive Risk Register</li> <li>• Review the operation of the YJS Delivery Group and undertake a partnership review. Monitor the progress of the Delivery Plan and address any delays with strategic partners.</li> <li>• Monitor YJS performance through KPIs, National Standards Audits and HMIP Inspection findings.</li> <li>• With North Wales Police monitor the delivery, timeliness and scrutiny of Out of Court Disposals</li> <li>• Executive Board Members to provide feedback on their service area and advocacy for Youth Justice.</li> <li>• Participate in a YJSIP Peer Review linked to Governance and Leadership</li> </ul>
<p><b>Workforce &amp; Professional Development</b></p> <p>In order to achieve the outcomes of the YJS the Board must ensure staff are supported and trained to respond to the needs of the young people, families and communities we serve.</p>	<ul style="list-style-type: none"> <li>• Work with YJB, FACTS, CAMHS and local partners to develop a trauma informed workforce and improve opportunities for consultation and collaboration.</li> <li>• Ensure that staff are trained and services exist to respond effectively to emerging trends.</li> <li>• Continue to undertake annual Stress Risk Assessments with Operational Staff and monitor staff supervision.</li> <li>• Continue to develop closer links between the Executive Management Board and Operational staff.</li> <li>• Review service capacity and support the implementation of the Workforce Succession and Development Plan.</li> <li>• Implement strategies to reduce the use of custody and to continue to strengthen resettlement pathways.</li> </ul>
<p><b>Partnerships</b></p> <p>The YJS cannot achieve its outcomes in isolation. The Board must work with stakeholders to strengthen partnerships to promote community safety, positive aspirations and effective transitions for young people, families and communities.</p>	<ul style="list-style-type: none"> <li>• Respond to the recommendations of the Flintshire Post Inspection Action Plan (Estyn) and strengthen partnerships and information sharing within education.</li> <li>• Oversee work linked to improve health pathways, resources and support into the YJS.</li> <li>• Work with all partners to develop effective transitions for young people in the criminal justice system and identify gaps in services and provision.</li> <li>• Strengthen partnerships to parenting support, youth homelessness and mental health to better support parents and families in crisis.</li> </ul>

	Actions
<p><b>Improving Practice &amp; Outcomes</b></p> <p>The Board must ensure that the YJS continues to develop practice and that young people are listened to and are supported to reach their full potential and can lead a crime free life.</p>	<ul style="list-style-type: none"> <li>• Strengthen partnerships to parenting support, youth.</li> <li>• Oversee the Disproportionality Action Plan.</li> <li>• Oversee the Participation Strategy and continue to utilise and promote the use of service user feedback to inform service practice and delivery.</li> <li>• Continue to monitor and evaluate findings from Critical Learning Reviews, HMIP inspections and National Standards Audits and ensure recommendations are implemented.</li> <li>• Monitor and respond to the implementation of the Youth Justice Blueprint.</li> <li>• Improve monitoring, oversight and outcomes of children who are looked after and involved with the criminal justice system</li> <li>• Utilise findings from pathways and locality research to inform service delivery.</li> </ul>
<p><b>Reducing Offending &amp; Increasing Community Safety</b></p> <p>The Board must ensure the YJS utilises effective prevention and diversion and approaches to supervise young people to reduce the risk of re-offending, serious harm to others and address safety and wellbeing.</p>	<ul style="list-style-type: none"> <li>• Develop a Restorative Justice and Victims Strategy.</li> <li>• With partners develop strategies to respond to Modern Day Slavery and Serious Youth Violence and support the delivery of the Serious Violence Duty.</li> <li>• Develop mechanisms to scrutinize and monitor the effectiveness of the of prevention and Bureau services.</li> </ul>



Priority Area	What do we want to do?	How will we do it?	By when
Participation	Ensure children and young people can give feedback on their experiences in the Youth Justice System	Review service user questionnaires to include views on partnerships	March 2023 completed
		Promote opportunities for feedback at various points within the YJS and ensure this is monitored at Management & Executive Boards	March 2026
	Ensure children and young people have clear information available to them	Review the information we provide to children and young people	December 2023
	Ensure children and young people have more of a say in their intervention plan	Explore digital methods of promoting the voice of children and young people	March 2024
		Commission co-production training for YJS managers and Practitioners	March 2023 - completed
	Ensure children and young people have a role in future service design and delivery	Ensure YJS Management Board are provided with reports on Service User Feedback	December 2022 - completed
		Ensure children and young people are involved in all recruitment	March 2026
		Ensure case studies are an integral part of the YJS Management Board Agenda	March 2026
		Develop participation groups that consult children and young people on service design, delivery or change	March 2026

Priority Area	What do we want to do?	How will we do it?	By when
	Increase our understanding of the lived experience of children and young people and improve outcomes for children and young people	Set up participation & consultation groups to consult on experiences of youth justice, services and community	March 2026
		Children and young people's participation group provide reports to YJS Executive management Board	March 2024
		Train staff on Effective Practice Certificate on Child First Approaches in Youth Justice	March 2026
	Respond to Service User Feedback	Strengthen individual identity and diversity within our assessments, plans and intervention	September 2023
		Increase our understanding of the pathways to breach and enforcement,	February 2024
		Better understand children and young people's accommodation and housing needs.	February 2024
Increase the feedback we receive from Parents	Review and implement feedback mechanisms	January 2024	
Diversion, Prevention, Out of Court	Reduce first time entrants into the Youth Justice System	Implement findings from local, regional and national reviews linked to early intervention, prevention, diversion and out of court	March 2026



Priority Area	What do we want to do?	How will we do it?	By when
Diversion, Prevention, Out of Court		Implement the Turnaround Programme for children and young people on the cusp of offending	April 2023
		Continue to scrutinize Out of Court Disposals	March 2026
		Continue to support multi-agency responses to Anti-Social Behaviour and explore opportunities to increase the use fo Restorative Justice as a means of diversion	March 2026
		Explore opportunities to reduce the criminalization of children looked after	March 2025
		Continue to support the Regional Work linked to No Wrong Door	March 2025
Youth Violence and Exploitation	Strengthen youth violence partnership work with Community Safety Groups, Local Safeguarding Boards, MET strategic Groups and Violence Prevention Unit	Support the work of the Serious Violence Duty Task and Finish Group and the Serious Violence Duty Delivery Plan	March 2025
	Establish a multi-agency Youth Violence Partnership Group to include statutory and voluntary sector	Continue to monitor Serious Violence at Management Board through local and KPI data.	March 2025
	Agree a performance monitoring / sharing framework (intel etc)	Support the work of the Serious Violence Duty Task and Finish Group and the Serious Violence Duty Delivery Plan.	March 2025

Priority Area	What do we want to do?	How will we do it?	By when
Youth Violence and Exploitation	Identify current work streams across the partnership where there are opportunities for collaboration e.g. Contextual safeguarding	Engagement with Contextual Safeguarding Hub and Flintshire Missing, Exploited and Trafficked Panel	March 2026
	Identify ways in which our work can be strengthened through feedback and views of children, young people, parents and carers	Undertake specific consultation work linked to youth violence and perception of safety with children and young people	December 2025
	Increase knowledge and availability of current interventions and understand current evidence based practice	Support the work of the Serious Violence Duty Task and Finish Group and the Serious Violence Duty Delivery Plan	March 2025
		Test and evaluate new interventions within school and YJS settings	December 2025
	Develop a specialist workforce to respond to youth violence	Support the work of the Serious Violence Duty Task and Finish Group and the Serious Violence Duty Delivery Plan	March 2026
	Review and understand current pathways into preventative, targeted and specialist support (e.g. Sorted and Detached Youth Work)	Review our Serious Violence and Offensive Weapons Cohort to identify learning and opportunities for development	January 2024



Priority Area	What do we want to do?	How will we do it?	By when
Supporting Children's Needs and reducing offending	Support children and young people to access services to address needs	Establish a Health Task and Finish Group and review health resources, training and pathways in youth justice	December 2024
		Monitor referrals into Social Services for Children and escalate repeat referrals to YJS and SSfC Managers group	March 2026
		Continue to support developments for YJS Cohort and parents to access MST provision	March 2026
	Provide interventions to address offending and strengthen positive outcomes	Train staff on and deliver resilience interventions	December 2023
		Monitor offending trends and review and evaluate current interventions linked to offences and offending behaviour, including those delivered through our Youth Justice Centre	March 2026
	Strengthen transitions	Ensure effective engagement with local and regional IOM and Youth to Adult Transitions	March 2025
		Continue to review our Children Looked After Cohort with SSfC Senior Managers to promote effective transitions	March 2026
	Education, Training, Employment and skills	Increase school attendance and reduce exclusion	Increase oversight of YJS cohort within the Education and Youth Portfolio and develop mechanisms to overcome barriers to attending school

Priority Area	What do we want to do?	How will we do it?	By when
Education, Training, Employment and skills		Support the Education and Youth Portfolio to review attendance and exclusion policies	March 2024
	Continue to support the needs of children and young people within or to promote access and engagement in education, training and employment	Strengthen our engagement with Additional Learning Needs Services	March 2024
		Develop opportunities for young people to develop their aspirations through skills and activities and alternative qualification frameworks	March 2026
Reducing the use of remand, custody and promoting resettlement	Reduce the use of remand, custody and promote effective alternatives to custody and positive resettlement	Continued engagement in national and regional work to review remand and safeguarding in custody arrangements	March 2026
		Review of local use of bail / bail support and Bail ISS offer	December 2023
		Additional training to the Judiciary on alternatives to the use of remand	March 2024
		Continue to utilise our local Remand Review meetings and explore CPS representation and ensure these are shared with Management Board	March 2026
		Review Flintshire SSfC Placement Strategy	August 2023
		Ensure that Incident Reviews are incorporated into YJS Management Custody Monitoring Reports	June 2023
		Identify a SPOC from NWP for ROTL discussions in future custody cases	June 2023





Priority Area	What do we want to do?	How will we do it?	By when
Dis-proportion-ality	Increasing understanding of why some groups are over represented within the youth justice system and improve our monitoring, review and evaluation frameworks	Review and strengthen our Performance and monitoring frameworks and undertake regular case file audits	March 2026
	Collaborate with partners and develop holistic responses to issues affecting certain groups and improve life chances of groups that are over represented	Through our Task and Finish Group continue to make multi-agency operational and strategic links and identify training needs for the service	March 2026
	Ensuring participation and engagement with diverse groups to understand experiences, inform practice, promote identity and access	Continue to explore opportunities to increase participation within the service and understand local services within the community	March 2026
	Explore volunteer recruitment opportunities from a diverse range of communities	Promote recruitment opportunities through local networks	March 2026
Victims of Crime and Restorative Justice	Increase feedback from Victims	Review current feedback mechanisms	December 2023
	Ensure Victims are supported	Review our compliance with the Victim's Code	December 2025
	Promoting Restorative Justice	Continue to explore opportunities to utilise Restorative Justice as an effective means of diversion and support	March 2026

Priority Area	What do we want to do?	How will we do it?	By when
Trauma Informed Practice	Strengthen governance, leadership and culture	Strengthen Induction for Management Board Members to include Trauma Informed Practice	December 2025
		Presentation to Management Board to outline commitment and resource required for TiP at a whole system level	December 2023
		Develop a communication strategy for YJS and partners	March 2026
	Strengthen TrACE skills within the team and promote support	Management Board to be consulted on YJS workforce development plans	March 2026
		Management Board to review and identify opportunities to support staff wellbeing	January 2024
		Strengthen Induction for YJS Members to include Trauma Informed Practice	December 2023
		Review approaches to supervision, peer reflection and reflective practice	July 2024
		Undertake a Trauma Informed Training Audit with the YJS workforce	September 2023
		Explore additional Trauma Informed Venues	Management Board to review good practice and consider options for venues that are accessible and child friendly
	Improve Monitoring & Evaluation	Review multi-agency performance framework to strengthen awareness of the impact of TiP.	December 2025



Priority Area	What do we want to do?	How will we do it?	By when	
Trauma Informed Practice	Improve service delivery and design	Consult with YJS Practitioners and Managers to review barriers to implementation through current policies and procedures	January 2024	
		Develop a TrACE statement of commitment and trauma informed practice guidance	January 2024	
		Engage with multi-agency partners to review transition agreements and pathways to become more trauma informed	March 2026	
		Continue to disseminate learning from CSPPI and Critical Learning Reviews	March 2026	
	Continue to promote continuous learning		Continue develop our workforce training plan at all levels, ensuring it is informed by; <ul style="list-style-type: none"> <li>• Service User Feedback</li> <li>• Cohort analysis &amp; needs</li> <li>• Case File Audits &amp; Improvement Plans</li> <li>• Staff Training Audits</li> <li>• Learning events</li> <li>• Changes to Policy / Procedures / Legislation</li> </ul>	March 2026
			Undertake regular case file audits; <ul style="list-style-type: none"> <li>• To improve case recording and outcomes.</li> </ul> Monitor the quality of planning, transition and contingency activities.	March 2026

## Challenges, Risks and Opportunities

### Challenges

- Delays and current year to year funding from YJB impacts on the services ability to plan and develop services (e.g TrACE, Serious Violence & Exploitation). The YJS has seen challenges within the local recruitment market and the lack of appetite for fixed term rather than permanent contracts
- Impact of efficiencies for Local Authority and partners may have an impact on financial and in kind YJS resources and services.
- Since the pandemic, a number of services within various settings (including SSfC, Education and YJS) are reporting changes to children and young people's behaviour and engagement.
- Impact on challenges within the social care sector linked to recruitment, retention of workforce and securing / commissioning appropriate support and placements for children and young people.

### Risks

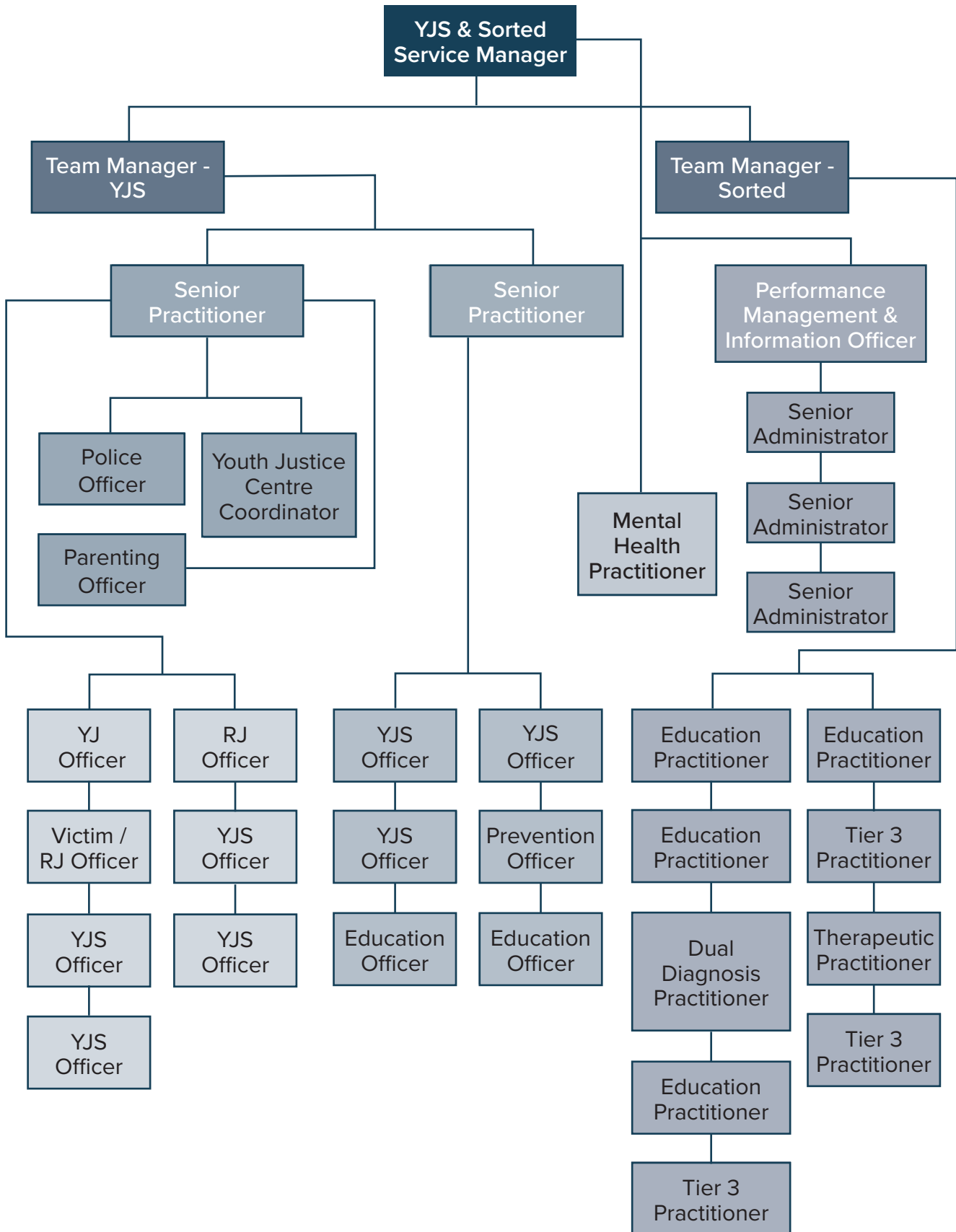
- YJB Grant formula review may impact on provision of funding
- Impact of wider partnership efficiencies or resourcing challenges
- Turnaround funding secured until March 2025
- Cost of living impacting on children, families and communities
- Impact of contextual issues linked to serious violence and modern slavery
- Impact of ASB Action Plan / Legislation on child first principles and YJS resources.

### Opportunities

- Committed and well-trained workforce.
- Executive Management Board has strong established partnerships, good communication and escalation. In addition to strategic workstreams, Board Members also support operational activities.
- Increased partnership working linked to responses to violence as a result of the Serious Violence Duty
- Engagement with FCC Regeneration Team to develop Place Making Plans to explore child friendly spaces within the community.
- Wider council priorities and workstream s e.g. Young Person's Homeless Hub
- Wider priorities within the Education and Youth portfolio to develop trauma informed schools.
- Expansion of MST provision in Flintshire & small group homes / crisis provision
- Opportunities to develop responses to Serious Violence & Exploitation via the Social Prosperity Fund.



# Appendix 1: Staffing Structure



## Sign Off

	Signature	Date
Chair of Management Board (Neal Cockerton)		
Deputy Chair of Management Board (Claire Homard)		
Senior Manager, Youth Justice (James Warr)		



## Common Youth Justice terms

ACE	Adverse childhood experience. Events in the child's life that can have negative, long lasting impact on the child's health, and life choices.
AIM Assessments	Assessment, intervention and moving on, an assessment tool and framework for children who have instigated harmful sexual behaviour.
ALN	Additional Learning Needs.
ASB	Anti-social behaviour.
AssetPlus	Assessment tool to be used for children who have been involved in offending behaviour.
CAMHS	Child and adolescent mental health services.
CCE	Child Criminal exploitation, where a child is forced, through threats of violence, or manipulated to take part in criminal activity.
Children	We define a child as anyone who has not yet reached their 18th birthday. This is in line with the United Nations Convention on the Rights of the Child and civil legislation in England and Wales. The fact that a child has reached 16 years of age, is living independently or is in further education, is a member of the armed forces, is in hospital or in custody in the secure estate, does not change their status or entitlements to services or protection.
Child First	A system wide approach to working with children in the youth justice system. There are four tenants to this approach, it should be: developmentally informed, strength based, promote participation, and encourage diversion.
Child looked-after	Child Looked After, where a child is looked after by the local authority.
CME	Child Missing Education.
Constructive resettlement	The principle of encouraging and supporting a child's positive identity development from pro-offending to pro-social.
Contextual safeguarding	An approach to safeguarding children which considers the wider community and peer influences on a child's safety.
Community resolution	Community resolution, an informal disposal, administered by the police, for low level offending where there has been an admission of guilt.
ETE	Education, training or employment.
EHE	Electively home educated, children who are formally recorded as being educated at home and do not attend school.
EOTAS	Education other than at school, children who receive their education away from a mainstream school setting.
FTE	First Time Entrant. A child who receives a statutory criminal justice outcome for the first time (youth caution, youth conditional caution, or court disposal).
HMIP	Her Majesty Inspectorate of Probation. An independent arms-length body who inspect Youth Justice services and probation services.
HSB	Harmful sexual behaviour, developmentally inappropriate sexual behaviour by children, which is harmful to another child or adult, or themselves.

## Common Youth Justice terms

JAC	Junior Attendance Centre.
MAPPA	Multi agency public protection arrangements.
MFH	Missing from Home.
NRM	National Referral Mechanism. The national framework for identifying and referring potential victims of modern slavery in order to gain help to support and protect them.
OOCD	Out-of-court disposal. All recorded disposals where a crime is recorded, an outcome delivered but the matter is not sent to court.
Outcome 22/21	An informal disposal, available where the child does not admit the offence, but they undertake intervention to build strengths to minimise the possibility of further offending.
Over-represented children	Appearing in higher numbers than the local or national average.
RHI	Return home Interviews. These are interviews completed after a child has been reported missing.
SLCN	Speech, Language and communication needs.
STC	Secure training centre.
SCH	Secure children's home.
Y2A	Youth to Adult Transitions.
Young adult	We define a young adult as someone who is 18 or over. For example, when a young adult is transferring to the adult probation service.
YJS	Youth Justice Service. This is now the preferred title for services working with children in the youth justice system. This reflects the move to a child first approach.
YOI	Young offender institution.



Mae'r ddogfen hon hefyd ar gael yn Gymraeg - gweler y dudalen Gymraeg ar ein gwefan.  
This document is also available in Welsh - see Welsh page on our website.









## EDUCATION, YOUTH & CULTURE OVERVIEW & SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 13 <sup>th</sup> July, 2023
<b>Report Subject</b>	End of Year Performance Monitoring Report
<b>Cabinet Member</b>	Cabinet Member for Education, Welsh Language, Culture and Leisure
<b>Report Author</b>	Chief Officer (Education & Youth)
<b>Type of Report</b>	Strategic

### EXECUTIVE SUMMARY

The Council Plan 2022/23 was adopted by the Council in July 2022. This report presents a summary of performance of progress against the Council Plan priorities identified for 2022-23 at year end (Q4) position relevant to the Education, Youth & Culture Overview & Scrutiny Committee.

This out-turn report for the Council Plan 2022/23 shows 77% of activities are making good progress and 62% of the performance indicators have met or exceeded their targets for the year.

This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.

### RECOMMENDATIONS

1.	To support the levels of progress and confidence in the achievement of priorities as detailed within the Council Plan 2022/23.
2.	To support overall performance against Council Plan 2022/23 performance indicators/measures.
3.	To be assured by explanations given for those areas of underperformance.

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE PERFORMANCE AT YEAR END 2022/2023</b>
1.01	The Council Plan End of Year Performance Report provides an explanation of the progress made towards the delivery of the priorities set out in the 2022/23 Council Plan. The narrative is supported by information on performance indicators and/or milestones.
1.02	This report is an exception-based report and concentrates on those areas of performance which are not currently achieving their target.
1.03	<p><b>Monitoring Activities</b></p> <p>Each of the sub-priorities under each theme within the Plan have high level activities which are monitored over time. 'Progress' shows action against scheduled activity and is categorised as:</p> <ul style="list-style-type: none"> <li>• <b>RED:</b> Limited Progress – delay in scheduled activity and not on track</li> <li>• <b>AMBER:</b> Satisfactory Progress – some delay in scheduled activity, but broadly on track</li> <li>• <b>GREEN:</b> Good Progress – activities completed on schedule and on track</li> </ul>
1.04	<p>In summary our overall progress against activities at year end was:</p> <p><b>Progress RAG</b></p> <ul style="list-style-type: none"> <li>• Good (green) progress was achieved in 77% (123) of activities</li> <li>• Satisfactory (amber) progress was achieved in 19% (31) of activities</li> <li>• Limited (red) progress was made in 4% (6) of activities</li> </ul>
1.05	<p>The activity showing a red RAG status for current performance against target relevant to the Education, Youth &amp; Culture Overview &amp; Scrutiny Committee is as follows:-</p> <p><b>PRIORITY: EDUCATION AND SKILLS</b>  <b><u>Sub Priority: Well-Being</u></b>  <b><i>Developing action plans based on the findings, particularly in relation to Emotional Health and Wellbeing</i></b></p> <p>Schools are on track to complete the action plans in accordance with the academic year 22/23 (summer term) following the completions of their audits. This will enable any actions to form part of their development planning in the new academic year.</p>
1.06	<p><b>Monitoring our Performance</b></p> <p>Analysis of performance against the performance indicators is undertaken using the RAG status. This is defined as:</p> <ul style="list-style-type: none"> <li>• <b>RED</b> - under-performance against target.</li> <li>• <b>AMBER</b> - where improvement may have been made but performance</li> </ul>

	<p>has missed the target.</p> <ul style="list-style-type: none"> <li>• <b>GREEN</b> - positive performance against target.</li> </ul>
1.07	<p>Analysis of the end of year performance against the targets set for 2022/23 shows the following:</p> <ul style="list-style-type: none"> <li>• 69 (62%) measures have a green RAG status</li> <li>• 14 (13%) measures have an amber RAG status</li> <li>• 25 (23%) measures have a red RAG status</li> <li>• 3 (3%) measures have not been fully updated for End of Year (Q4)</li> </ul>
1.08	<p>The performance indicators (PIs) /measures which show a red RAG status for performance against the target set for 2022/23, relevant to the Education, Youth &amp; Culture OSC are:-</p> <p><b>PRIORITY: EDUCATION AND SKILLS</b>  <b><u>Sub Priority: Educational Engagement and Achievement</u></b>  <b><i>Reduction in the number of fixed term exclusions</i></b>  There has been a notable rise in the level of fixed term exclusion since schools reopened following the pandemic, particularly in secondary schools. Disruptive behaviour and verbal/physical violence towards pupils and adults account for the majority of incidences.</p> <p><b><u>Sub Priority: Digital Learning Opportunities</u></b>  <b><i>Number of adult community learning (ACL) sessions provided in Welsh</i></b>  Evening for Welsh learners with author Bethan Gwanas in partnership with Siop y Siswrn and ACL with 35 learners. Demand is currently low but increased opportunities are being planned for.</p> <p><b><i>Number of digital learning sessions provided in Welsh</i></b>  Aura will work to address this through increased networking with Welsh language partners.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
-------------	------------------------------

2.01	There are no specific resource implications for this report.
------	--

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
-------------	--

3.01	<p><b>Ways of Working (Sustainable Development) Principles Impact</b></p> <table border="1"> <tr> <td>Long-term</td> <td rowspan="5">Throughout the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2022/23.</td> </tr> <tr> <td>Prevention</td> </tr> <tr> <td>Integration</td> </tr> <tr> <td>Collaboration</td> </tr> <tr> <td>Involvement</td> </tr> </table>	Long-term	Throughout the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2022/23.	Prevention	Integration	Collaboration	Involvement
Long-term	Throughout the End of Year Monitoring Report there are demonstrable actions and activities which relate to all the Sustainable Development Principles. Specific case studies will be included in the Annual Performance Report for 2022/23.						
Prevention							
Integration							
Collaboration							
Involvement							

## Well-being Goals Impact

Prosperous Wales	Throughout the End of Year Monitoring Report there is evidence of alignment with the Well-being Goals. Specific strategic and policy reports include impact and risk assessments.
Resilient Wales	
Healthier Wales	
More equal Wales	
Cohesive Wales	
Vibrant Wales	
Globally responsible Wales	

## Council's Well-being Objectives

The Council undertook a review of its Well-being Objectives during the development of the Council Plan. The updated set of Well-being Objectives are a more focused set of six. The Well-being Objectives identified have associated priorities for which they resonate. See the full list below.

Priority	Well-being Objective
Poverty	Protecting people from poverty by supporting them to meet their basic needs
Affordable and Accessible Housing	Housing in Flintshire meeting the needs of our residents and supporting safer communities
Green Society and Environment	Limiting the impact of the Council's services on the natural environment and supporting the wider communities of Flintshire to reduce their own carbon footprint
Economy	Enabling a sustainable economic recovery and growth
Personal and Community Well-being	Supporting people in need to live as well as they can
Education and Skills	Enabling and Supporting Learning Communities

4.00	CONSULTATIONS REQUIRED / CARRIED OUT
4.01	The actions/measures detailed within the Council Plan are monitored by the respective Overview and Scrutiny Committees according to the priority area of interest.
4.02	Chief Officers and Senior Managers have contributed towards reporting of relevant information.

<b>5.00</b>	<b>APPENDICES</b>
5.01	Appendix 1 - Council Plan 2022-23 End of Year Performance Monitoring Report.

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
6.01	Council Plan 2022/23.

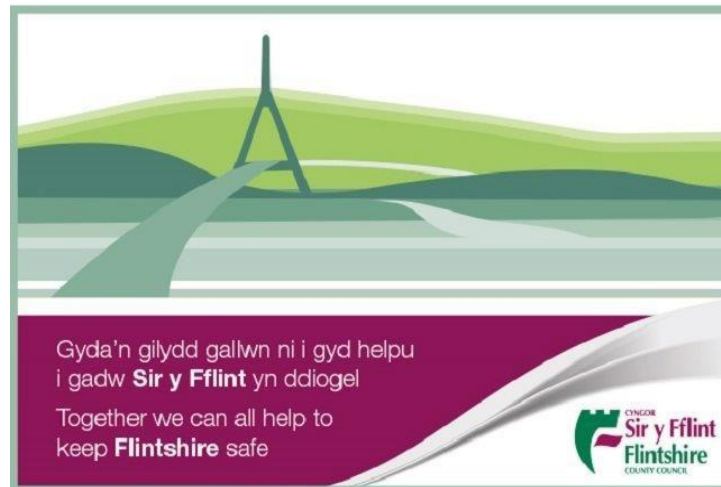
<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<p><b>Contact Officer:</b> Ceri Shotton, Overview &amp; Scrutiny Facilitator  <b>Telephone:</b> 01352 702305  <b>E-mail:</b> <a href="mailto:ceri.shotton@flintshire.gov.uk">ceri.shotton@flintshire.gov.uk</a></p>

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Council Plan:</b> the document which sets out the annual priorities of the Council. It is a requirement of the Local Government and Elections (Wales) Act 2021 for organisations to ‘set out any actions to increase the extent to which the council is meeting the performance requirements.’ Plans for organisations should be robust; be clear on where it wants to go; and how it will get there.</p> <p><b><u>An explanation of the report headings</u></b></p> <p><b>Measures (Key Performance Indicators - KPIs)</b></p> <p><b>Actual (YTD)</b> – the year-to-date performance identified i.e. by numbers, percentages, etc</p> <p><b>Target (YTD)</b> – The target for the year to date which is set at the beginning of the year.</p> <p><b>Current RAG Rating</b> – This measures performance for the year against the target. It is automatically generated according to the data.</p> <ul style="list-style-type: none"> <li>• <b>Red</b> = a position of under performance against target</li> <li>• <b>Amber</b> = a mid-position where improvement may have been made but performance has missed the target; and</li> <li>• <b>Green</b> = a position of positive performance against the target.</li> </ul>

This page is intentionally left blank

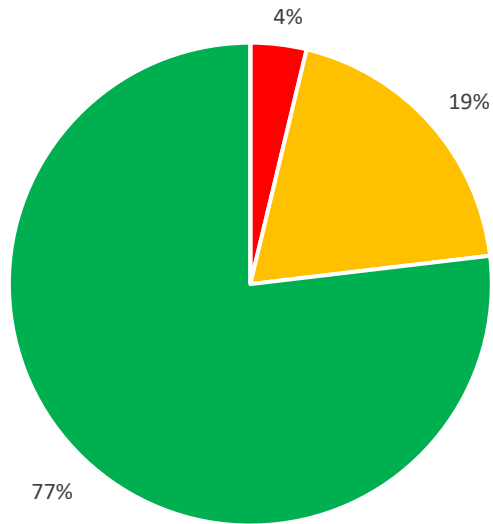


# Council Plan End of Year Performance Monitoring Report 2022/23



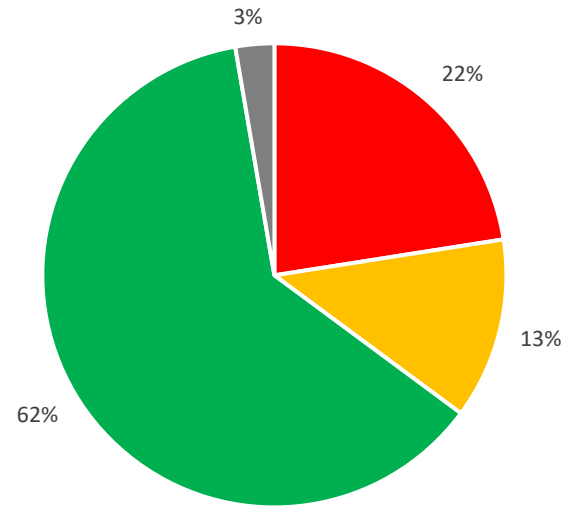
# Analysis

Council Plan - Action RAG Status



■ Off Track ■ Monitor ■ On Track ■ Missing Value

Council Plan - Measure RAG Status



■ Off Track ■ Monitor ■ On Track ■ Missing Value

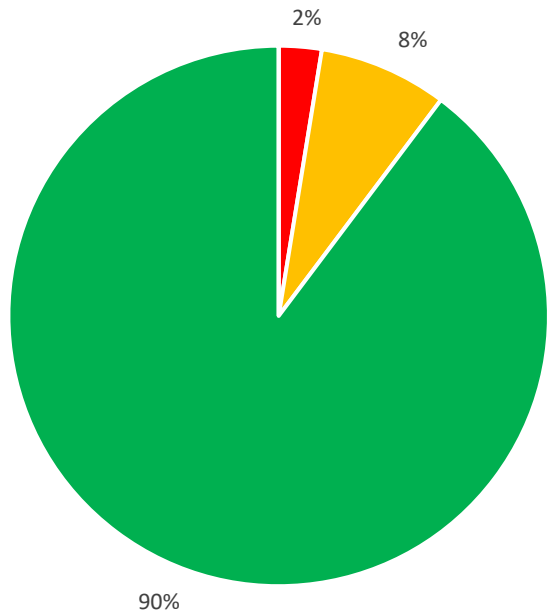
Page 146

- Key**
- ▲ Red: Limited Progress – delay in scheduled activity and, not on track.
  - Amber: Satisfactory Progress – some delay in scheduled activity, but broadly on track.
  - ★ Green: Good Progress – activities completed on schedule and on track.
  - ◆ Grey: Not Reported / Part Reported

# Education and Skills

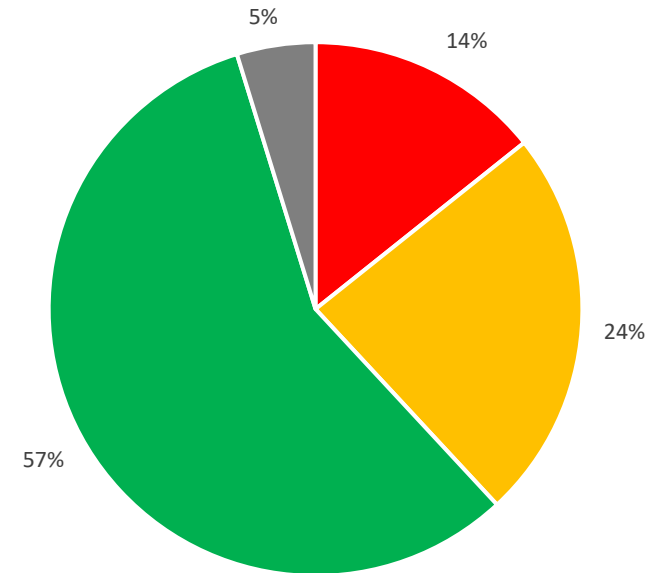
# Education and Skills Overall Performance

## Education and Skills - Action RAG Status



■ Off Track ■ Monitor ■ On Track ■ Missing Value

## Education and Skills - Measure RAG Status






■ Off Track ■ Monitor ■ On Track ■ Missing Value

# Educational Engagement and Achievement 2022/23

Action	Percentage Complete	RAG	Comment
Embedding the revised processes and procedures in relation to attendance and exclusion, using data to better inform and target interventions at both a pupil and school level	100%	✓	The revised Engagement Service processes have been defined and are being rolled out across the service. The implementation is being monitored and reviewed along with the impact of revised models of working.
Maintaining support for settings and schools with the rollout of the revised curriculum for pupils from 3-16 which better prepares them for their future lives and employment	100%	✓	All primary schools have implemented Curriculum for Wales 2022 from September 2022. All secondary schools are on track to implement Curriculum for Wales from September 2023. The regional school improvement service GwE and local authority advisers continue to provide universal and targeted support to schools.
School employees continuing to access the GwE professional learning offer and engage in cluster working	100%	✓	Flintshire schools continue to engage positively with the GwE professional learning offer as identified in their individual school improvement plans. Cluster working is well established. Schools are further developing opportunities for collaborative professional development through the Schools Partnership Programme for primary schools and Alliances in the secondary sector.
Working with schools to support development and implementation of flexible and bespoke educational packages to improve attendance and engagement	100%	✓	Funding has been directed to schools this year instead of being retained by the Council to support the implementation of flexible educational packages for their pupils. Schools have collaborated in some instances to commission specific courses of interest for groups of pupils or used funding for individuals to increase their levels of engagement. Levels of attendance remain lower than pre-pandemic but access to the direct funding has enabled schools to make provision decisions based on the needs of their particular pupils.

Educational Engagement and Achievement 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CEY003M	Percentage of schools maintaining progress against key milestones in implementation of the new curriculum	100.00	100.00	100.00	 <p>100.00</p>	
CEY004M	Reduction in the number of permanent exclusions	27.00	25.00	9.00	 <p>27.00</p>	
<p>There is a slight increase compared with the target. We continue to see the impact of the Covid legacy with a small number of learners presenting in a way that has led to permanent exclusion.</p>						
CEY005M	Reduction in the number of fixed term exclusions	1,677.00	1,150.00	1,025.00	 <p>1,677.00</p>	
<p>There has been a notable rise in the level of fixed term exclusion since schools reopened following the pandemic, particularly in secondary schools. Disruptive behaviour and verbal/physical violence towards pupils and adults account for the majority of incidences.</p>						

Page 150

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CEY006M	Percentage of pupil attendance in secondary schools	87.80	89.00	88.78		
<p>The levels of school attendance remain lower than pre-pandemic levels on a national level. There are learners who continue to struggle struggling with routine and an increasing level presenting with anxiety and mental health difficulties.</p>						
CEY007M	Percentage of pupil attendance in primary schools	92.40	93.00	92.70		
<p>The attendance at primary schools was close to target. As with secondary schools, there are a number of learners who have struggled to re-engage with their learning following the pandemic. Schools and Council services are working to support re-engagement.</p>						
CEY008M	Percentage of students taking a Level 3 qualification in STEM subjects	23.00	23.00			
<p>Ensuring students have appropriate choice and support in taking a Level 3 qualification across STEM subjects has continued. This is now evaluated as well embedded in the curriculum offer. STEM subjects include Biology, Chemistry, Physics, Mathematics, Further Mathematics and Medical Science. Biology was the most popular option choice from the sciences.</p>						

# Digital Learning Opportunities 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to increase the range of digital material hosted on the North East Wales Archive website and other digital services to encourage greater participation	100%	✓	NEWA (North East Wales Archive) continues to expand the range of digital material hosted on its website and has recently purchased a new scanner with grant funding to increase its capacity to digitise the collection. During this reporting year, the number of digitised items has nearly doubled from 6,613 in March 2022 to 12,856 in March 2023.
Continuing to monitor schools' provision for learners who are 'digitally disadvantaged'	100%	✓	Schools have been sent model collection templates to review the number and range of devices they have for supporting pupils. Schools have received funding via the national Hwb programme from May 2023, specifically for digitally disadvantaged pupils.
Embedding the delivery plan for Integrated Youth Services by maintaining focus on increased digital engagement	100%	✓	Youth Services have maintained a presence online for some services as well as establishing social media channels. The service continues to explore a digital presence to compliment face to face delivery but overwhelmingly, in-person delivery has been asked for by young people when consulted.
Increasing take-up of digital learning opportunities supported by Aura	100%	✓	Aura libraries provide a wide selection of learning opportunities, examples include: Learn My Way ICT courses (various levels), Tablet training courses to accompany the Digital Loan Scheme Digital drop ins, IT 'buddy' sessions for troubleshooting/specific advice or support Family History sessions using library resources Find My Past and Ancestry.
Providing community training for online learning platforms in a partnership with Aura and Adult Community Learning	100%	✓	Aura continues to provide online training opportunities to communities through the Adult Community Learning Programme. Examples throughout the reporting year have included Mindfulness, Disability Awareness, Autism Awareness and Safeguarding.
Supporting schools and wider education services to increase their digital offer for children and young people	100%	✓	The Hwb Programme Board continues to monitor the Portfolio's work in supporting schools to increase the digital offer for schools. All activity for Welsh Government requirements have been completed in relation to the national roll out of the Hwb Transformation programme. Regular and constructive meetings are held with Welsh Government colleagues. The Portfolio is currently in the process of recruiting a Digital Learning Adviser to provide additional capacity for this work moving forward.
Supporting schools to maximise their available hardware via the national Hwb programme and to ensure sustainable funding plans in place	100%	✓	With the support of the Council's Finance team, all schools have made the scheduled savings this financial year to build a sustainability pot for future hardware replacement, in line with Welsh Government expectations. The Portfolio team has facilitated the purchase of all equipment for schools, including resources for refugees.
Upskilling employees within the Education and Youth Portfolio through access to the GwE professional learning offer and other appropriate training opportunities	100%	✓	The GwE bulletin will be circulated to Portfolio staff from April 2023. All central staff now have the ability to log on via Eventbrite to access professional development being offered by the regional school improvement consortia. Updates for school facing portfolio staff on digital learning completed in April 2023.








Digital Learning Opportunities 2022/23

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend	
CAU008M	Number of Adult Community Learning attendees	720.00	450.00	408.00			
CAU009M	Number of Adult Community Learning sessions provided in English	440.00	250.00	210.00			
Page 153	CAU010M	Number of Adult Community Learning sessions provided in Welsh	1.00	5.00	0.00		
	<p>Evening for Welsh learners with Author Bethan Gwanas in partnership with Siop y Siswrn and ACL with 35 learners. Demand is currently low but increased opportunities are being planned for.</p>						
CAU011M	Number of digital learning sessions provided in English	52.00	25.00	21.00			

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU012M	Number of digital learning sessions provided in Welsh	0.00	5.00	0.00		
<p>Aura will work to address this through increased networking with Welsh language partners.</p>						
CAU013M	Number of learners registered for digital learning opportunities	81.00	75.00	69.00		








# Learning Environments 2022/23

Action	Percentage Complete	RAG	Comment
Commissioning a contractor and start design and development process for Drury CP and Penyffordd CP	100%		Contractors have been commissioned to start the design development process for Drury CP and Penyffordd CP.
Consult on increasing capacity of Drury CP and Penyffordd CP schools through the School Organisation Code	100%		Consultation has been completed. Final notification of determination to increase capacity was confirmed by Cabinet on 12 January 2023.
Progressing the development of a new premises plan for the North East Wales Archive	100%		The premises plan has been developed to deliver a new Archive building on the preferred site next to Theatr Clwyd. It meets industry standards for Archives and will be highly energy efficient, operating at Net Zero Carbon. It will provide future storage capacity for the service and negate the need to pay for external storage elsewhere. The plan has been reviewed and amended in light of increasing inflationary cost pressures in the construction sector to try and balance building requirements within the available funding envelope.
Seeking Council approval to progress B and B Wales Government 21st Century Schools Investment Programme	100%		The Sustainable Communities for Learning Programme represents the largest strategic investment in Welsh educational infrastructure since 1960s. The Programme is designed to be delivered over a number of waves, or 'bands' of investment, currently in Band B (2019-2024) the Council has agreed with Welsh Government a total investment of circ.85 million. 3 projects identified within Band B have been completed, 4 are in either the initial scoping phase, design development or construction.
Starting construction of the proposed 3-16 campus at Mynydd Isa	100%		Following the successful navigation through Council, Welsh Government business case and Mutual Investment model (MIM) processes, design development and financial close, the Council through its delivery partner Robertson Construction Group is now in construction phase to deliver a new build Primary School for 600 Full time pupils and 43 Nursery Pupils and a Secondary School for 700 pupils, as a campus arrangement on the existing Argoed High School site.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU014M	Percentage of community space used in re-developed Flint Library and Wellbeing Hub	78.00	75.00	75.00	 <p>78.00</p>	

The community rooms continue to be well used, and the community kitchen is also being utilised. We are also delivering several of our activities in the main library area including the Warm Welcome Hub.

# Learning Community Networks 2022/23

Action	Percentage Complete	RAG	Comment
Continuing to consolidate the joint working between Flintshire County Council and Denbighshire County Council through the North East Wales Archive to provide a sustainable and resilient service	100%		North East Wales Archive is now firmly established as a joint service between Flintshire and Denbighshire County Councils under the current arrangement of a Memorandum of Understanding. The staff from both councils work effectively as a single team across two sites, sharing expertise and improving the service delivery for customers. Good examples of this include staff working across both sites, not just their home site where necessary, to ensure resilience of service delivery and the significant increase of digitised items for customers to access via the internet. The appointment of a new Engagement Officer is helping to broaden the outreach of the service into communities to promote the Archive and what it can offer.
Developing a Delivery Plan for Adult Community Learning to increase engagement and improve skills within local communities	100%		The North East Wales Adult Learning Partnership has successfully implemented the delivery plan for 2022-2023. All activity is monitored through the Partnership's Curriculum and Quality Groups and regular reports provided to the termly meetings of the Management Group. Work is now underway to complete the annual Self Assessment and complete the Quality Improvement Plan for September 2023. The Partnership has also made maximum use of additional grant funding that has been made available by Welsh Government during the year for Engagement activities.
Developing a Supporting Learners strategy to increase levels of engagement and provide appropriate progression routes to further engagement, study or employment	100%		Supporting learners strategy is in place.
Expanding the adult learning offer to reflect national, regional and local priorities in order to provide the skills required through partnership planning	100%		The North East Wales Adult Community Learning Partnership has well embedded processes in place now to ensure provision reflects national, regional and local priorities. Opportunities are provided for adult learners to provide feedback and to identify skills needs. The Curriculum group is well established and includes a wide range of partnership representatives. There is an increased focus on ensuring appropriate progression within the learner journey. The Partnership has made effective use of additional Welsh Government funding for engagement activities during the year.
Working in partnership with Aura to provide Alternative Provision to young people excluded from school to help gain meaningful qualifications	100%		The 'Learning through Leisure' course has continued to run and proved successful for a number of learners across the secondary school network. The outcomes for learners will be known later in the academic year.
Working in partnership with Open University Wales to support and signpost library users to Open Learn courses and subsequent learning pathways with Open Learn Champions in each library	50%		Aura have Open Learn Champions in all 7 libraries and learners are being referred to Open Learn courses. Currently Open University Wales is unable to provide statistics for individual learning pathways.
Working with Adult Community Learning and Flintshire Learning Recovery & Wellbeing Network Partners to share best practice and maximise opportunities for learning within the community with opportunities to be available in all Aura libraries	100%		Aura has supported 720 learners, providing 440 sessions throughout the reporting year. Examples for 2022-23 include: Nutrition and Fitness Courses, Reach and Reset (exercise for over 60's), Chair Aerobics, Family Fitness in schools, Family History, Food Safety, Mental Health First Aid, Emergency First Aid, Beauty Courses, Employability Sessions for Ukrainian Refugees, Learn My Way ICT courses. Sample feedback from participants: 'extremely interesting course, well presented and in a convivial atmosphere', 'This course has opened up new opportunities for me to learn and meet like-minded people'. 'Thoroughly enjoyed the course and experience', 'This session gets me out and moving and I have made new friends - more please' and 'Doing these classes together has enabled us to learn as a family and get fitter together'.

Learning Community Networks 2022/23

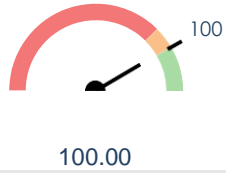
Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CAU015M	Number of Adult Community Learning sessions provided	440.00	255.00	210.00		
<p>Aura is a lead provider in the NE Wales Adult Community Learning partnership, offering a wide range of courses to adults aged 19 and over. The provision is to support people to engage in learning, to gain new skills and hobbies, and to enable people to gain qualifications and find employment and to provide pathways into particular roles and sectors</p>						
CAU016M	Number of courses accessed through Open Learn		50.00			
<p>Actual unavailable. OU Wales is currently unable to provide figures for the number of individual learning pathways following a referral by Aura.</p>						
CAU017M	Number of libraries offering learning and development opportunities	7.00	7.00	7.00		
CAU018M	Percentage of Aura libraries offering an Open Learn Champion	100.00	100.00	100.00		

Page 158

# Specialist Educational Provision 2022/23

Action	Percentage Complete	RAG	Comment
Developing a strategic proposal for the next phase of the Additional Learning Needs provision which increases the level of in-house provision and seeks to reduce the reliance on out of county provision	80%	●	The outcomes from the feasibility study undertaken around specialist provision has been shared with Council senior leaders and captured as part of the Capital Assets Programme for future consideration. The Welsh Government grant funding has been targeted at primary specialist provision. A modular building expansion has been identified as a viable development to increase capacity and this option is being progressed to support capacity issues in the shorter term.
Further defining and embedding the menu of outreach support and training to be offered to schools via Plas Derwen Pupil Referral Unit	60%	●	Work has continued on the development of the offer that schools can access from Plas Derwen. This has not been developed as fully as expected over the year due in part to the significant changes in leadership which resulted in a new headteacher and a reduced senior leadership team. The provision was also inspected by Estyn and a priority focus has been on the recommendations from the inspection.
Implementing Year Two of the Transformation Plan for children and young people with additional learning needs, in line with Welsh Government legislation and associated guidance	100%	✔	The Council has responded proactively to the duties placed on it as part of the Welsh Government Additional Learning Needs Implementation Programme. Systems have been put in place to support schools and the Council to meet the requirements including those for post 16 learners. Estyn has reported positively about the progress and processes in response to the reforms in schools which have been inspected recently and some reports made positive reference to the support offered by the Council.

Specialist Educational Provision 2022/23


Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CEY009M	Percentage of schools maintaining progress against key milestones in the ALN reforms	100.00	100.00	85.00		

All schools are implementing the new systems brought in by the revised additional learning needs legislation.









# Welsh Education Strategic Plan (WESP) 2022/23

Action	Percentage Complete	RAG	Comment
Continue to improve the Welsh language skills of employees in schools to more effectively support learners and the delivery of the curriculum	100%	✓	51 members of staff have received training delivered by the Welsh Advisory Service between January and March 2023 - focus on TA training, staff new to school and delivering Welsh via a thematic approach (Foundation learning). Further training opportunities are being made available for the summer term - focus on language and methodology in the outdoors and within Foundation learning. 100% of those attending noted in their evaluations that the training was consistent with the stated objectives. Example of feedback following one course: 'The course has given me some fantastic ideas to take back and the confidence in knowing that oracy is the focus.' 7 teachers continue on the Welsh in a Year Sabbatical course, with an additional 5 teachers from Flintshire carrying out the intermediate course. These 5 will continue with the higher level course in the summer term. All staff have received bespoke support from the Welsh Advisory Service - preparing them for the 1 day a week at their own school working on specific action plan linking to the school priorities regarding Welsh. We have not yet received the figure for the number of staff who've carried out the national online Welsh language courses, specifically for teachers and Headteachers. The Local Authority will receive the number via GwE.
Continuing to increase the capacity and take up of Welsh medium education to achieve Welsh Government targets	100%	✓	The Welsh in Education Strategic 10 year plan was approved by Welsh Government. The 5 year action plan has been developed and continues to be refined as required. The actions identified contribute to the work programme of the Welsh in Education Strategic Forum and its three sub groups for Standards, Provision and Workforce. Regular updates are provided to termly Forum meetings.
Embedding the role of the Integrated Youth Provision Welsh language coordinator	100%	✓	This is completed. The officer is in post.
Ensuring all digital and face to face youth and play provision has an increasing bilingual offer which supports the expansion of the Council's Welsh Language immersion programme	100%	✓	Although this is at 100%, it is ongoing and will grow as the team grows. The overall plan is to increase the immersion programme, which will naturally mean a growth of the bilingual programme as this is a key strategy for our work. We are supporting clubs to have Welsh corners, are leading projects on Welsh culture, are developing partnerships with the URDD to deliver Welsh provision and running a Welsh medium transition club through the play workers.
Extending the range of youth services which can be delivered bilingually to encourage young people to retain and use their Welsh language skills into early adulthood	100%	✓	Flintshire Youth Services continues to work hard to promote the Welsh Language through our services offered to Young People. Our youth clubs still play a vital role in our achievement of this with their positive attitudes to the promotion of including the Welsh language in their activities. Our core team also have a vital role with the encouragement of the Welsh language and are actively assessing the best methods to use to promote the language.

Action	Percentage Complete	RAG	Comment
Providing targeted support and intervention to schools to raise standards and promote bilingualism	100%		<p>10 schools targeted for Cymraeg Campus Bronze award and 5 schools targeted for the Silver award have received bespoke support from the Welsh Advisory Service. Each of these schools are working on specific targets in response to the Cymraeg Campus questionnaire. Progress has been made by each of the school however, only 3 have been successfully verified for the Bronze award and 4 successfully verified for the Silver award by the end of March 2023. It is anticipated the other 7 will be verified for the Bronze award and additional two schools will be verified for the Silver award during the summer term 2023. 6 schools and one federation have been identified for targeted support for the Bronze award in 2023/24. These have been invited to visit a school that has already reached this standard to observe good practice. These have been planned for March 2023 and where necessary, will continue into April 2023. It is expected that they will compile a 'next steps' action plan following their visit and this will form the baseline for any bespoke support provided by the Welsh Advisory Service in 2023/24.</p>

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CEY010M	Number of pupils in year 1 in Welsh medium education	120.00	130.00			
<p>This is the number of pupils in year 1 across the 5 Welsh medium primary schools in the local authority.</p>						
CEY011M	Number of Year 11 pupils studying Welsh	102.00	103.00			
<p>This is the number of pupils in year 11 at the one secondary Welsh medium provision in the local authority.</p>						

# Well-Being 2022/23

Action	Percentage Complete	RAG	Comment
Consolidating the Inspire Youth Work Hospital Project which provides support to young people at risk of self-harming behaviour	100%		Action complete. Flintshire Council Council Integrated Youth Provision has seconded a youth worker to work alongside Wrexham Youth Service to ensure that young people in Flintshire are supported when referred onto the Inspire programme and when exiting hospital. Furthermore, the school immersion workers also support young people who are displaying mental health risk factors and seek to support young people prior to needing hospital treatment, or are available to support young people on return to school. The seconded youth worker, along with the Inspire workers in Wrexham work with young people in small groups, on an individual basis, and also in an Inspire Youth Club.
Developing action plans based on the findings, particularly in relation to Emotional Health and Wellbeing	10%		Schools are on track to complete the action plans in accordance with the academic year 22/23 (summer term) following the completions of their audits. This will enable any actions to form part of their development planning in the new academic year.
Improving awareness of trauma informed practice with schools and Education and Youth workforce	100%		Training on Trauma Informed Practice was delivered by Dr Carol Harper through Trauma Informed Schools to 18 delegates from the Education and Youth Portfolio including Chief Officer, Senior Managers, Service Managers, Head Teachers and Senior School Leads. The YJS (Youth Justice Service) has also accessed additional training for 5 practitioners through the Trauma Recovery Model Academy on Trauma Informed Practice. The Senior Manager for Youth Justice has also presented at Education and Youth Portfolio Meetings on progress being made on our Trauma and ACE (TrACE) development plan.
Meeting the requirements under Wellbeing Whole School Approach Development Fund for employee training and pupil engagement	100%		The grant spending plan was developed by the Emotional Health and Wellbeing multi-agency steering group to ensure the spend was targeted at the key areas of need. In line with the funding guidelines, the capacity of the Council's Counselling Service was increased and staff training and delivery of a range of learner interventions was provided focusing on an improvement in both learner and staff well-being.
Rolling out the National Framework for Embedding a Whole School Approach to Emotional Health and Wellbeing in all Flintshire schools	86%		86% of schools have engaged in active communication about the Framework for a whole school approach. This has been a combination of approaches over the year including emails, calls, meetings, briefings and use of the Teams channel. The schools that have not engaged (14%) will be followed up individually during April 2023.
Supporting all secondary schools to complete the School Health Research Network survey in 2022. Developing action plans based on the findings, particularly in relation to Emotional Health and Wellbeing	60%		Secondary schools have been supported to use their School Health Research Network data as part of their audit for the Whole School Approach to mental and emotional health. Schools have been requested to complete the audit by March 2023 and develop their plans in the summer term 2023.

Measure	Measure Description	Actual	Target	Last Year	Performance	Performance Trend
CEY012M	Number of schools who have enrolled with the National Nurturing Schools Programme and completed the training	15.00	15.00	15.00	 15.00	

Twelve primary schools and three secondary schools have now completed the Whole School Nurture Approach to Learning. Forty-one schools have recently attended training for Nurture Practitioners.

This page is intentionally left blank



## EDUCATION, YOUTH & CULTURE OVERVIEW AND SCRUTINY COMMITTEE

<b>Date of Meeting</b>	Thursday 13 <sup>th</sup> July 2023
<b>Report Subject</b>	School Meals Service
<b>Cabinet Member</b>	Cabinet Member for Education, Welsh Language, Culture and Leisure
<b>Report Author</b>	Chief Officer (Education and Youth)
<b>Type of Report</b>	Operational

### EXECUTIVE SUMMARY

Welsh Government and Plaid Cymru have made a commitment to ensure all primary school aged children can access a free school meal by 2024.

Implementation of universal primary free school meals (UPFSM) has been phased with the first rollout in Flintshire commencing in September 2022 to Reception aged children, the second phase in April 2023 to Year 1 and 2 aged children, with children in years 3 and 4 due to commence in September 2023 and the then final primary year groups, years 5 & 6 in April 2024.

NEWydd Catering & Cleaning Limited are continuously working to improve the quality of service provided to Flintshire schools. NEWydd also recognises the risk from external commercial competitors in this area. Schools are responsible for the procurement of their school meal provision and are at liberty to go to the open market.

This report provides a progress update on local implementation of UPFSM and the work being carried out to improve the school meals service.

### RECOMMENDATIONS

1	Members positively acknowledge the work undertaken by NEWydd, officers and schools to deliver the Welsh Government's strategy for the provision of Universal Free School Meals.
---	---

## **REPORT DETAILS**

<b>1.00</b>	<b>EXPLAINING THE LOCAL IMPLEMENTATION OF UNIVERSAL PRIMARY FREE SCHOOL MEALS (UPFSM)</b>
1.01	As part of a Co-operation Agreement, Welsh Government and Plaid Cymru announced plans and funding for all primary school children to be able to have a free school meal by 2024.
1.02	Welsh Government's commitment to Universal Primary Free School Meals (UPFSM) is in response to the escalating costs of living and is a strategy to tackle child poverty, whilst ensuring no child goes hungry in school.
1.03	Some families who meet certain criteria, such as those on lower incomes or in receipt of certain benefits, are entitled to receive a free school meal – eligibility tested free school meals (eFSM). The UPFSM Policy does not affect eFSM and families who are eligible for eFSM are being encouraged to continue to use the eFSM application process. This will ensure these families can continue to access other grants and benefits, such as the PDG uniform grant. Eligibility for eFSM is also an determining factor in the provision of funding to schools and to the Council so it is vital that parents who are eligible are encouraged to continue applying.
1.04	Implementation of UPFSM will be phased. Locally, in Flintshire, rollout will mirror the national timetable, as follows: <ul style="list-style-type: none"> <li>• September 2022 – Reception aged children offered UPFSM – rollout has been completed</li> <li>• April 2023 – Years 1 and Year 2 aged children offered UPFSM – rollout has been completed</li> <li>• September 2023 – Year 3 and Year 4 aged children offered UPFSM - preparations are ongoing to ensure the rollout for Year 3 and Year 4 are on target for September 2023 implementation date</li> <li>• April 2024 – all primary aged children offered UPFSM</li> </ul>
1.05	A significant amount of work has already been completed and continues to be required to ensure that in Flintshire we have the infrastructure, equipment, resource and processes in place to support full implementation of this national policy. It is not just about ensuring a meal can be provided but that eligible children have access to cutlery to eat it with, a place to sit whilst eating, that schools have sufficient lunchtime supervisors for an extended period to enable all children to have a hot lunch and that data is captured on eligibility and meal uptake.
1.06	To oversee implementation of UPFSM in Flintshire, a small cross-portfolio Project Team continues to work on the rollout with representatives from Education and Youth; Finance; Housing and Assets (Benefits); and Capital Programme and Assets. NEWydd Catering and Cleaning Ltd are also part of this Project Team as the Council's main school catering supplier.
1.07	The UPFSM Project Team is supported by a number of task and finish groups, focusing on specific matters such as: implementation in schools;



	communications and engagement; kitchen and dining room audits; application process and data capture; and finance.
1.08	<p>The priorities for the Project Team, and supporting task and finish groups, have included:</p> <ul style="list-style-type: none"> <li>• Conducting kitchen and dining room audits to identify the additional kitchen and dining equipment and works required to deliver full implementation. This has now been completed.</li> <li>• Managing and disseminating information to stakeholders - this has been undertaken regularly and will be ongoing throughout the roll-out.</li> <li>• Procurement of light and heavy equipment to enable delivery of the first phase of implementation in September 2022 and for April 2023. This first stage of procurement has been completed; and</li> <li>• Procurement of any remaining equipment and furniture to enable delivery for the next phase of rollout.</li> </ul>
1.09	In addition to the local Project Team, the Council has officer representatives on a number of national groups and forums involved in the development, implementation, delivery and rollout of UPFSM. This ensures Flintshire's views are well represented and important information disseminated quickly to the local project team.
1.10	<p>The implementation of UPFSM, although a positive initiative for Welsh children, will bring with it operational challenges for schools and catering providers.</p> <p>The improvements to infrastructure being delivered through this initiative are detailed in Section 2 below but there will also need to be changes to the delivery model to meet the new demand for meals.</p> <p>NEWydd have already created their Central Kitchen service to mitigate employment and menu standardisation issues in the smaller schools but more changes will be required to ensure that demand for meals can be met and the quality of meals can be maintained and improved.</p>
1.11	<p>Recruitment and retention of catering employees remains a key pressure on all providers within the hospitality sector and NEWydd are not immune to this.</p> <p>Adequately staffing all schools with suitably qualified staff has become a challenge since the pandemic so the move to transported hot meals from the central kitchen has ensured hot meals can continue to be served at all schools on most days.</p> <p>Continuing recruitment throughout the summer months will be key to the success of the UPFSM programme.</p>
1.12	Although all menus are now, and have always been, fully compliant with The Healthy Eating in Schools Regulations in Wales, NEWydd are always seeking to improve the quality of the food on offer.

	In response to more recent concerns raised by schools about the quality of the food offer, NEWydd are looking to return to the home cooked recipes they provided prior to the pandemic and to increase the quantity of fresh produce on offer. NEWydd is aware of that schools are able to procure their school meals service from any source and want to be the local provider of choice.
1.13	<p>One such additional measure being explored during the summer term involves the exploration of a potential partnership between NEWydd and Well-Fed.</p> <p>Well-Fed, a partnership between the Council, ClywdAlyn and Can Cook, already provide catering solutions to the Council as part of our Poverty agenda and a proof of concept aims to explore the synergies between the two companies that might benefit schools in Flintshire in the future. This work is at a very early stage.</p>

<b>2.00</b>	<b>RESOURCE IMPLICATIONS</b>
2.01	Welsh Government have committed to fully funding UPFSM Policy with a number of grant funding streams being made available.
2.02	<p><b>Revenue Funding – Meal Unit Rate</b> Despite Welsh Government committing to fully fund the UPFSM Policy they have set a meal unit price of £2.90, which some Councils, including Flintshire, have already reported will not cover the cost of delivery.</p> <p>Early indications show that this figure does not cover all local service delivery costs, i.e. catering supplier costs, utilities, etc. and work to ensure a fair and accountable split of this funding element is being developed.</p>
2.03	The meal unit rate is now under review by Welsh Government following feedback from all Councils – Flintshire County Council is represented on this working group.
2.04	<p><b>Local Authority Education Grant – UPFSM Delivery</b> The Council has been allocated capital grant funding, totalling £3,029,201 to support the procurement of equipment and works to enable UPFSM rollout. The Council has realised a total spend of £1,567,976.00 in the rollout of this project to date.</p>
2.05	<p>This funding has enabled infrastructure works to be completed in the majority of kitchens during term time to enable the extra cooking capacity that is required to provide the increased number of meals demanded. Schools have been very supportive in this allowing for temporary changes to the menu for the works to be completed.</p> <p>NEWydd have transported hot meals from other local kitchens or provided a reduced menu for 2 days in order to support the improvements required.</p>

2.06	A small number of schools remain in need of infrastructure works and these have been scheduled for the summer holidays in order to remove any impact on the ability to provide meals on a school day.
2.07	<p>This funding has also been used to improve the seating arrangements in schools by upgrading the equipment making seating more effective, increasing the number of available seats and providing seating solutions which are easier to move and maintain.</p> <p>The capital funding has also enabled the purchase of all light equipment required to deliver the increased meal numbers. These items range from crockery and cutlery through to cooking trays, pans and other kitchen utensils.</p>

<b>3.00</b>	<b>IMPACT ASSESSMENT AND RISK MANAGEMENT</b>
3.01	<p><b>Procurement</b></p> <p>The equipment and works required in kitchens and dining rooms to enable UPFSM delivery was initially identified as circa £1.6m.</p> <p>This did have a significant impact on procurement, which was further compounded by the fact that the Council did not originally have established supplier relationships with many suppliers given that school catering is not delivered by the Council in-house.</p> <p>Work to resolve this was swift and with the assistance of NEWydd and their suppliers of catering equipment, along with the Corporate Procurement team direct award contracts were established in order to meet the very tight deadlines set.</p>
3.02	Initial procurement for light equipment to enable delivery to Reception aged children from September 2022 was needed to be made through means of an exception report however.
3.03	<p><b>Applying for eFSM</b></p> <p>Whilst UPFSM will be available to all primary aged children from 2024, those who remain eligible for eFSM (eligibility tested) still need to apply. Application does enable parents to access other grant funding, but this is limited.</p>
3.04	<p>eFSM application is also used for funding allocations to the Council and schools. For 2022/23 eFSM application data has been roughly calculated as providing circa £10m grant funding, broken down as follows:</p> <ul style="list-style-type: none"> <li>• £6.1m in the Education element of the Revenue Support Grant (RSG);</li> <li>• £3.1m in the Pupil Development Grant (PDG) Schools grant; and</li> <li>• £619.5k for the PDG Access grant.</li> </ul>
3.05	There are concerns that the universal eligibility of UPFSM will see a marked reduction in the number of parents applying for eFSM, which could potentially have a significant financial impact on both schools and the Council.

3.06	Local communications have continued to reiterate the need for parents to apply for eFSM and this will need to be an ongoing to ensure those who are eligible for eFSM continue to apply in future years.
------	--

<b>4.00</b>	<b>CONSULTATIONS REQUIRED/CARRIED OUT</b>
-------------	---

4.01	<p><b>Parent and Child Survey</b></p> <p>To help with preparations for UPFSM, to ascertain likely meal uptake, a parent and child survey was undertaken between June and July 2022. This was advertised on the Council's website and primary schools were asked to circulate the link to parents of children attending their school. The information from the surveys was useful to the project team to gauge potential take-up of the UPFSM offer.</p>
4.02	Further surveying work with parents/carers and pupils will be undertaken to assess the impact of the rollout in the summer term.
4.03	<p><b>School Survey</b></p> <p>To enable effective planning and to inform procurement requirements, especially to enable delivery to Reception aged children from September 2022, a further survey was developed and launched in July 2022 for completion by schools. The information from the surveys was useful to the project team to gauge the schools' own challenges in relation to delivery of the UPFSM project.</p>
4.04	Further surveying work with schools will be undertaken to assess the impact of the rollout in the summer term.
4.05	<p><b>Uptake Rates</b></p> <p>The current uptake rates for children from Reception, Year 1 and Year 2 aged children across Flintshire schools is been 70.3%, a positive result. There is no comparative uptake date available from other Council's at present.</p>

<b>5.00</b>	<b>APPENDICES</b>
-------------	-------------------

5.01	None.
------	-------

<b>6.00</b>	<b>LIST OF ACCESSIBLE BACKGROUND DOCUMENTS</b>
-------------	--

6.01	Welsh Government (2022) <i>Universal Primary Free School Meals</i> , available online: <a href="https://gov.wales/universal-primary-free-school-meals-upfsm#:~:text=Registering-Overview,child%20goes%20hungry%20in%20school">https://gov.wales/universal-primary-free-school-meals-upfsm#:~:text=Registering-Overview,child%20goes%20hungry%20in%20school</a>
	Flintshire County Council (2022) <i>Universal Primary Free School Meals FAQs</i> , available online: <a href="https://www.flintshire.gov.uk/en/Resident/Schools/Free-School-Meals.aspx">https://www.flintshire.gov.uk/en/Resident/Schools/Free-School-Meals.aspx</a>

<b>7.00</b>	<b>CONTACT OFFICER DETAILS</b>
7.01	<b>Contact Officer:</b> Steve.W.Jones <b>Telephone:</b> 01352 704039 <b>E-mail:</b> steve.w.jones@newydd.wales

<b>8.00</b>	<b>GLOSSARY OF TERMS</b>
8.01	<p><b>Free School Meals (eFSM):</b> eligibility tested free school meals that are available to families who meet certain criteria, such as being on lower incomes or in receipt of certain benefits, making them entitled to receive a free school meal regardless of the UPFSM Policy.</p> <p><b>Universal Primary Free School Meals (UPFSM):</b> Welsh Government Policy to ensure every primary school aged child will be universally eligible for a free school meal by 2024, regardless of household income.</p> <p><b>Uptake:</b> the percentage of children who are eligible for a meal who take a meal when offered.</p>

This page is intentionally left blank

## Briefing Note – Education and Youth Overview and Scrutiny Committee

**Topic:** To provide information on Public Sector Broadband Aggregation (PSBA) and how national infrastructure challenges were being address at schools across Flintshire.

### Background

Schools across Wales use a Welsh Government provided network called PSBA to access all internet-based services. To ensure that school children are protected from accessing inappropriate content on the internet an all-Wales filtering solution called Websafe is used. This solution is located in Cardiff and is managed by Welsh Government’s contractor BT.

### Recent Infrastructure Challenges affecting Schools

Over the past few years there have been several issues that have affected all schools in Flintshire.

Dates	Issue	Cause	Resolution	Mitigations to Prevent Recurrence
October 21 to April 22	Schools across Wales started to notice disruption to internet-based services that was affecting all schools in Wales. This quickly escalated and caused major disruption.	The Web Safe Filtering solution had insufficient capacity to cope with demand and lacked resilience.	Escalation to Ministerial level at Welsh Government. Limited improvements were made in the interim, however new hardware was required which took time to be delivered and implemented.	Regular capacity monitoring undertaken by Welsh Government with continuous improvement and investment being made in the technology.
September 22 – October 22	Schools in Flintshire and other authorities were experiencing slow internet access in all schools	New release of antivirus software causing web browsers to run slowly due to the way the in which the software was scanning for vulnerabilities	Interim resolution disabling certain elements within the software was deployed, pending a new release of the antivirus software. This was provided in October 22 and the issue was resolved.	As the antivirus software is cloud hosted Flintshire have no control over when updates are released. However, the setup has been modified to allow quicker resolution if issues are encountered.

1 <sup>st</sup> February 2023 -3 <sup>rd</sup> February 2023	Schools in Flintshire and across Wales experienced disruption to internet-based services for 1 day and a reduced service for the following two days.	Increasing the capacity in the network undertaken by the contractor BT caused a loss of Internet based services and resulted in the requirement to rebuild the Websafe infrastructure.	The changes were reverted and the infrastructure was rebuilt.	Commitment received from Welsh Government that changes of this nature will only be undertaken out of hours.
9 <sup>th</sup> June 2023	St. David's High school reported issues with running online GCSE examinations and students had to resort to paper submissions. The school suspected the issue was a lack of broadband capacity to the school.	Investigations concluded that the school's connection had sufficient capacity and was running at 50%. Other Flintshire schools successfully completed the same examination online.	Following discussions with other technical colleagues at different schools it was reported that they had experienced difficulties in installing the software but had managed it eventually.	The actions taken by other schools to successfully install the software have been shared with the Technician employed by St. David's High School.

### Capacity Planning

On a weekly basis the capacity of the connection to the internet from each school is reviewed and where they have regular high utilisation, upgrades to those connections are ordered and installed.