

Moving On

Helping Harrow young people with convictions to progress

Multiagency conference for professionals

Information Pack

Date: Thursday 5th July 2018

Time: 10am – 12.30pm

prospects

Inspiring People: Developing Potential



Contents

Introduction

Harrow Youth Offending Team

Education and Crime

Criminal Justice Ladder

Spent and Unspent Convictions

Feedback from Young People

Disclosure and Barring
Service

Filter and Common Myths

Thank You

Sources

“An extensive survey of the participation in education, training and employment of over 5,500 young people in the youth justice system found that as few as 35% of young people may actually have been in full-time ETE on a given day (YJB 2006).”

Stephenson *et al.* (2014)

“The Programme for International Student Assessment (PISA) findings support the argument that behaviours and attitudes can be significantly affected (both positively and negatively) by teachers and parents and moulded by individual school policies and practices.”

Martin Stephenson (2007)

Introduction

Working for the Youth Offending Team over the past two years has given me the opportunity to truly appreciate the impact education has on deterring young people from offending. As a former Head of Year, I can honestly say that if one of my students was subject to a court order I would not have known the best course of action. For that reason, I feel an event bringing professionals in education and youth justice together is vital, especially in light of the increased youth violence across London.

I hope that attending this event will give you a better understanding of how the Youth Offending Team assesses risk and vulnerability to then formulate a comprehensive intervention programme. I also hope that this event will empower schools/colleges to make better informed decisions when a student is given a caution or conviction.

Moving On is a series of workshops and conferences developed in collaboration with Rachel Danso, in order to support Harrow young people with convictions to break the cycle and move away from a life of criminality.



Ryan Simon
Education Specialist
Harrow Youth Offending Team

I am no stranger to Harrow and have worked within the local borough for over a decade. I am a qualified Careers Adviser delivering in both schools and within the community team. I have worked with the Youth Offending Team for nearly five years, supporting young people into education, employment and training.

Working with young people known to the Youth Offending Team has been an insightful piece of work and has challenged me to combine several strategies in order to work effectively with each individual. Young people all come with a separate set of circumstances and our interaction has to reflect this in an attempt to meet the needs of each young person.

I challenge young people to become more accountable for their actions, to accept that their future experience of education can be different to the past and they have the choice to make a positive change in their own lives. I encourage young people to work through barriers and work towards opportunities.



Rachel Danso
Careers Adviser
Prospects Services

Harrow Youth Offending Team

The Harrow Youth Offending Team is a multi-disciplinary team working collaboratively with a range of partners including Police, Probation, Health, Education, and the voluntary sector to achieve the 3 outcomes:

- Reduce the number of first time entrants (FTE) to the youth justice system
- Reduce re-offending
- Reduce the use of custody

The prevention of offending, re-offending and anti-social behaviour by children and young people is a priority for all partners in Harrow, and we believe this is best achieved through effective collaborative working. The Harrow Youth Offending Team (HYOT) sits within the Peoples Directorate in the council. The Youth Offending Team is therefore represented throughout children's services strategic and operational groups and influences strategic planning for children and young people who offend or are at risk of offending.

The Youth Offending Team engages in a wide variety of work with young people who offend (those aged between 10-17 years) in order to achieve the three outcome indicators. The Youth Offending Team supervises young people who have been ordered by the court to serve sentences in the community or in a secure estate, and provides a range of interventions to help young people make effective and sustainable changes to prevent them from further offending.

The governance of the YOT is through line management accountability to the Corporate Director of People Services and the Harrow Youth Offending Partnership Board, which is accountable to the Safer Harrow Partnership.

Early Support

Implementation of the revised Early Support service is currently embedding in and continues to be overseen by the Head of Service (HOS) for YOT. The realignment of a shared HOS across both YOT and Early Support has strengthened the preventative work of the YOT.

There has been a significant focus on Youth Offer services and how this can be further aligned to meet the needs of those at risk of entering the Criminal Justice System. The Youth Offer aims to provide all young people, including those identified at risk of crime or social exclusion, an opportunity to engage in positive activities influencing lifestyle choices to improve life chances. In addition to this, bespoke services are being considered and developed to try and address disproportionality of those entering the system and repeat offending.

“Assessing ETE on behalf of young people was identified as the biggest challenge facing YOT managers.”

Audit Commission (2004)

Restorative Justice

The Youth Offending Team has a number of volunteers who undertake duties as Referral Order Panel members. It is a statutory responsibility to provide a community panel for young people who have been sentenced to a Referral Order by the courts. All young people subject to a Referral Order are required to complete a set number of reparation hours which give back to the community. The amount of hours of work to be complete is determined by the Panel Members but is also commensurate to the length of the order.

Restorative Justice (RJ) is an important element of all orders as it offers victims an opportunity to be heard and to have a say in regards to the resolution of an offence, including agreeing restorative or reparative activity for the young person to undertake. RJ offers the opportunity to the victim(s) to communicate with the young person to gain answers and explanations (either directly or indirectly). It can provide a means for allowing victims to have questions that they may have regarding the offence answered, and come to a mutually agreed way to move forward. RJ also provides an opportunity for young people to face the consequences of their actions and the impact that they have had upon others. In this way, RJ has the potential to aid the recovery process for the victim, support the rehabilitation of young people and prevent offending

We also work alongside the following in supporting reparation delivery;

- Royal British Legion, Ignite Trust, Watford Football Club, Dogs Trust, WiseWorks, Headstone Manor Recreation Ground, Wealdstone Youth Centre, Woodland Adventure Forest School

Commissioned Services

The Goldseal music provision continues to support the YOT in providing quantitative outcomes by way of academic qualifications, as well as providing a creative way to assist engagement in statutory court orders. Goldseal has continued to provide positive outcomes for young people by using music, production and enterprise skills as a way of encouraging self-confidence, team building. It provides a platform for young people to express their emotions in creative ways by writing / recording lyrics in a local Youth Centre. This also exposes the young people to other services which may be accessible at the Youth Centre, promoting community engagement.

Harrow School / Tall Ships Youth Trust

The Tall Ships Youth Trust is a registered charity founded in 1956 dedicated to the personal development of young people through the crewing of ocean going sail training vessels. It is the UK's oldest and largest sail training charity for young people aged 12-25. Harrow School is one of Britain's leading independent schools, specialising in providing a high quality boarding school education for boys. Due to the success of the previous years the partnership board endorsed a further activity for 2018, enabling a group of young men from Harrow School and young men known to YOT to undertake a week long Tall Ships challenge.

Third Sector Partners

In addition HYOT engages with partners across the voluntary sector to support service delivery, some of these include:

- Street Doctors – Medical students who have agreed to deliver sessions across the YOT and as part of the Youth Offer which raises awareness and educates young people on the impact of knife crime.
- Prospects – work one day a week alongside YOT Education lead to support young people (including delivery of the *Moving On* workshops).
- MIND – committed to deliver workshops for groups of young people (aged 14-25), providing info on mental health and emotional resilience across YOT and Youth Offer.
- Ignite – Offering gangs and youth violence intervention in South Harrow and Rayners lane.
- Compass – Offering a drug dealing early intervention program and 1:1 support throughout the secondary schools in Harrow.

“It is also probably fair to say that the more punitive public attitudes towards young people who offend has reflected in a somewhat less energetic approach by policymakers, particularly in regard to education in the community of these young people.” Stephenson et al. (2014)

Education and Crime

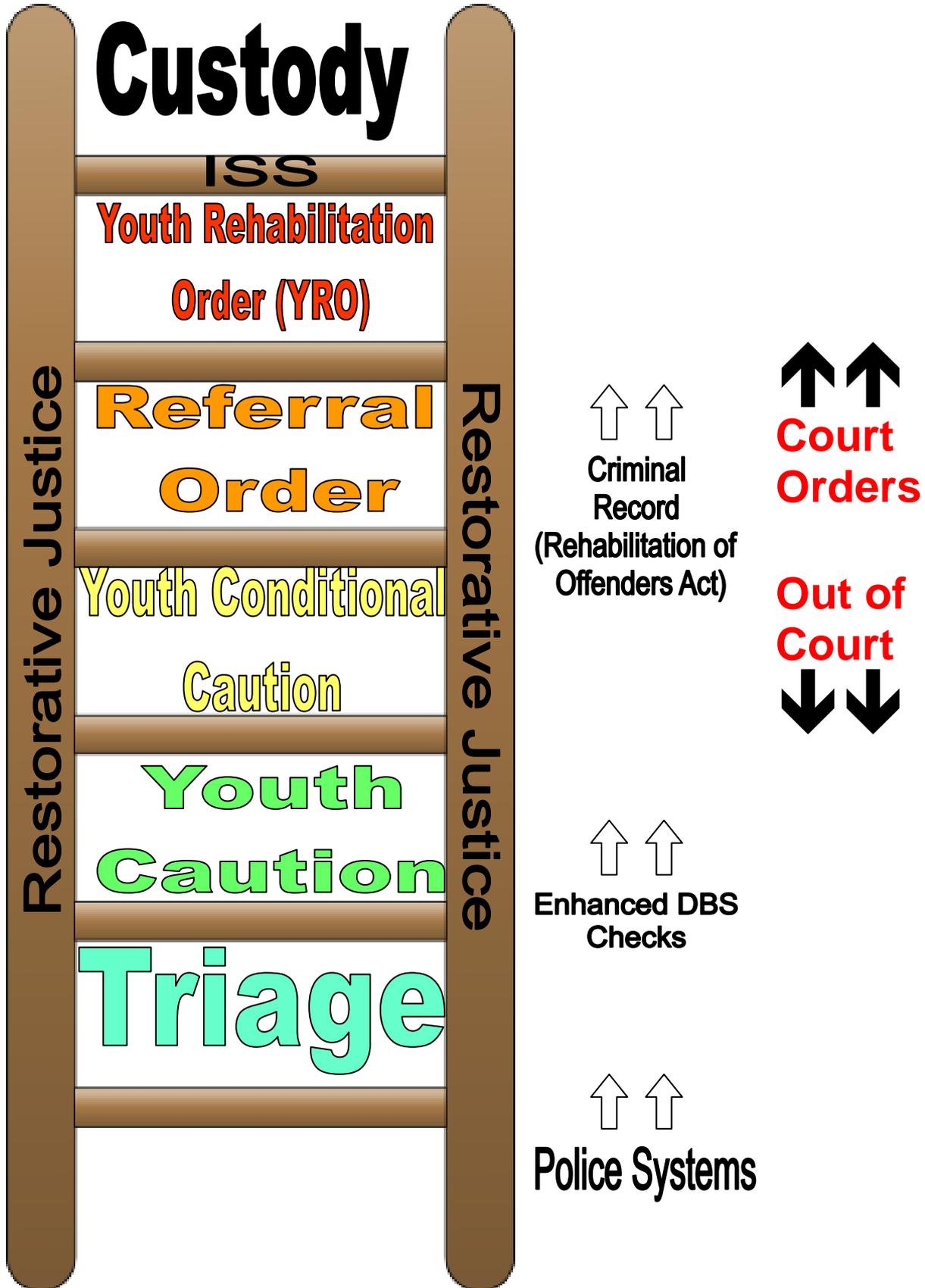
In theory, education can affect crime in three main ways:

1. **Increased income potential:** education, more specifically qualifications, increases the likelihood of future earnings being well above minimum wage. Moreover, court fines and confiscated goods make criminality less financially alluring. Therefore, supporting the argument that education and legitimate work are more worthwhile than criminal activity.
2. **Short-sightedness:** young people who leave education earlier tend to care more about today than they do for tomorrow – in other words, they prioritise short-term gratification in favour of long-term benefits. This makes them more inclined to undertake risky activities, such as crime. Better educated people tend to attach a higher value to their future, which means they're less likely to engage in risky activities that could put their future in jeopardy.
3. **Self-incapacitation:** time spent in school means less time on the streets committing crime. Furthermore, keeping young people in school may also be regarded as a protective factor reducing the likelihood of them becoming a victim of crime.



Figure 1: Educational engagement and desistance from offending
(Stephenson et al 2014)

Criminal Justice Ladder



Criminal Justice Ladder

Possible Sentence	Explanation
<i>Custody (Prison)</i>	Custodial sentences – young people can receive custodial sentences but they will only be imposed in the most serious cases. When they are given, they aim to provide training and education and rehabilitate the young person so they do not reoffend.
<i>Youth Rehabilitation Order (YRO) with Intensive Supervision and Surveillance (ISS)</i>	YRO with ISS - if the YRO includes an activity requirement, known as ISS, then the young person will have to stick to a timetable. The timetable is likely to be 25 hours per week for 2-3 months. The timetable will include education and YOT supervision. They will also have an electronic monitor and curfew. Failure to stick to all requirements will, in theory, lead to a custodial sentence.
<i>Youth Rehabilitation Order (YRO)</i>	Youth Rehabilitation Order – a YRO is a community sentence which can include one or more of a range of different requirements that the young person must comply with for up to three years. Some examples of the requirements that can be imposed are a curfew, supervision, unpaid work, electronic monitoring, drug testing/treatment, mental health treatment and education requirements.
<i>Referral Order</i>	A Referral Order requires the young person to attend a youth offender panel (made up of trained members of the local community and an advisor from a Youth Offending Team) and agree a contract, containing certain commitments, which will last between three months and a year. The Criminal Courts (Sentencing) Act 2000 states that a court must make a Referral Order for all first time youth offenders who have pleaded guilty to a custodial offence.
<i>Youth Conditional Caution (YCC)</i>	A Youth Conditional Caution (YCC) allows a police officer to give a conditional caution with one or more conditions attached. When a young person is given a conditional caution for an offence, criminal proceedings for that offence are paused while the young person is given an opportunity to comply with the conditions.
<i>Youth Cautions</i>	Youth Cautions are a formal out-of-court disposal that can be used as an alternative to prosecution for young people in certain circumstances. A Youth Caution may be given for any offence where the young person admits an offence, there is sufficient evidence for a realistic conviction but it is not in the public interest to prosecute. Following a Youth Caution, the police have a statutory duty to refer the young person to the Youth Offending Team (YOT).
<i>Triage</i>	In low-risk cases where the young person admits the offence and both the family and victim agree, this could involve restorative intervention instead of court action. Triage offers an opportunity for young people to get access to interventions quicker, for parents and careers to get support earlier and to assist the police and Crown Prosecution Service (CPS) in speeding up the criminal justice process.

Spent and Unspent Convictions

The **Rehabilitation of Offenders Act 1974** gives people with spent convictions the legal right to not disclose them when applying for a job.

During the rehabilitation period, a conviction is called 'unspent' and legally all 'unspent' convictions must be disclosed. When the period is over, a conviction is called 'spent' and legally the individual is no longer required to disclose.

When does a conviction become spent?

<i>Sentence/Disposal</i>	<i>Rehabilitation Period (If convicted before 18th birthday)</i>
<i>Youth Caution</i>	<i>Spent immediately</i>
<i>Youth Conditional Caution</i>	<i>3 months from date of conviction</i>
<i>Compensation Order</i>	<i>Once full payment is made</i>
<i>Referral Order</i>	<i>Upon completion of order</i>
<i>Fine</i>	<i>6 months from date of conviction</i>
<i>Youth Rehabilitation Order</i>	<i>6 months from end of order</i>
<i>Prison (6 months or less)</i>	<i>1 ½ years from end of sentence</i>
<i>Prison (6 to 30 months)</i>	<i>2 years from end of sentence</i>
<i>Prison (over 30 months and upto 4 years)</i>	<i>3 ½ years from end of sentence</i>
<i>Prison (over 4 years or a public protection sentence)</i>	<i>Never spent</i>

Disclosure and Barring Service (DBS)

The Disclosure and Barring Service carries out criminal record checks that result in DBS certificates being issued to the applicant. The employer can then check the certificate to ensure they are recruiting a suitable individual to the role. There are three types of criminal record checks:

- Basic
- Standard
- Enhanced

Basic check

A basic check is for any purpose, including for employment reasons. The certificate will contain details of cautions and convictions that are considered to be unspent under the terms of the Rehabilitation of Offenders Act (ROA) 1974.

An individual can apply for a basic check directly to the DBS through their website or an employer can apply for a basic check on an individual's behalf. Basic checks are generally completed for jobs in fields such as retail, supermarkets and hospitality.

Standard check

A standard criminal record check is suitable for certain roles, such as a solicitor or accountant. The certificate will contain details of both spent and unspent convictions, cautions, reprimands and warnings that are held on the Police National Computer.

Enhanced check

An enhanced criminal record check is suitable for people working with children or adults in certain circumstances such as those receiving healthcare. An enhanced check is also suitable for a small number of other roles such as taxi drivers and those who require a licence from the Gambling Commission.

What will be disclosed?

	Basic	Standard	Enhanced
Unspent Convictions	Yes	Yes	Yes
Spent Convictions		Yes (unless filtered)	Yes (unless filtered)
Cautions (including reprimands and warnings)		Yes (unless filtered)	Yes (unless filtered)

Please note: The minimum age at which someone can be asked to apply for a criminal record check is 16 years old.

Filtering

Filtering is the process by which some offences will not be disclosed on a standard or enhanced criminal record check. Previously all cautions and convictions were disclosed on standard and enhanced checks. However, since May 2013 a number of offences are 'protected' and therefore will not appear on standard or enhanced checks. The filtering process does not mean that cautions and convictions will be removed from the Police National Computer (PNC).

For an offence to be filtered it has to meet four conditions:

1. Offence type – there is an eligibility list and more serious crimes such as sexual offences and grievous bodily harm are not included on that list.
2. Number of offences – multiple cautions can be filtered but if an individual has more than one conviction then all convictions will be disclosed.
3. Sentence – All prison sentences will be disclosed
4. Length of time – depending on the individual's age there is a time period attached by which after that time the conviction/caution will be filtered.

When will it be filtered?

Age	Cautions	Conviction
Under 18	2 years	5.5 years
18 and over	6 years	11 years

Five Common Myths

1. Prison sentences are spent once the licence period ends
2. Convictions are deleted when they become spent
3. Cautions are deleted after 5 years
4. A record is wiped when a young person turns 18
5. An enhanced check shows everything

Feedback from Young People

'I feel that my experience at the YOT and youth stop was very progressive and is one of the only reasons I am so motivated to achieve something in my life. They help by telling me what I do have in life and not telling me what opportunities I don't have. Ryan and Rachel was definitely the people that had the biggest impact on me. From what they did I am now in college and studying something that I really have a passion for.'

'My thoughts about Harrow YOT and Youth Stop has been a very interesting experience with the help of Brenda, Ryan and Rachel. In September was hard because I had lost my place at a local college and was very concerned about my next step so from the help of all three I managed to join a football academy college, which is based in Stonebridge
Some of the things that I had help on for example was looking at many colleges and finding all the main details that I needed to know to the full extent, also Ryan came with me to the induction day of academy and spectated my first training.
They also helped me get a mentor at Harrow Youth Stop because all three agreed that this would be a positive outcome towards me.
I have learned that the people who I have worked with have done over and beyond with me and haven't given up on me. Which is why it is a huge impact with me getting back into college because I would have been at home bored. Also I have learned many new things on the education side as well as the physical side and thanks to the help of everyone my college team is having a televised game against an international team, which should be interesting as I have never been on the TV before'.

Thank You

Thank you for attending today's *Moving On* Conference. We hope you enjoyed it and have captured some new and insightful information. This pack is designed to give you some more information you can read in your own time.

Please be advised that information is constantly changing and was accurate at the time of compiling the pack. Please always check for updates on new research and legislation.

Thank you to all of today's speakers and the partnership agencies who supported the delivery of the conference. We also want to say a big thank you to all the school and college representatives for taking time out to attend.

youngharrow
foundation

prospects

Inspiring People: Developing Potential

Compass

iGNITE!

Harrow **mencap**

Providing opportunity : Promoting change



**COMMUNITY SPORTS
& EDUCATION
TRUST**

RESURGO
SPEAR 
inspiring employment

Disclaimer: The information provided to our knowledge is accurate and does not have any copyright restrictions.

Sources

The Art of Engagement? Outcomes and Impact of the Summer Arts College 2007-12 (Second Edition) Martin Stephenson, Maree Adams, Roger Tarling
Unitas 2014

Youth Justice Plan 2015-18, Harrow Youth Offending Team

Youth Justice Plan 2017-18, Harrow Youth Offending Team

www.gov.uk/government/organisations/disclosure-and-barring-service