

Camden Youth Offending Service (YOS)

Enhanced Constructive Resettlement Practice Guidance

February 2019

CONTENTS

1.0. INTRODUCTION

2.0. GUIDANCE

2.1 Constructive resettlement

2.2 7 Pathways to resettlement

3.0. ENHANCED CONSTRUCTIVE RESETTLEMENT AT CAMDEN YOS

3.1 Constructive Resettlement

3.2 Camden YOS Enhanced Constructive Resettlement

3.3 5C's of Constructive Resettlement

3.3.1 **Constructive**-Identity shift, future orientated, motivating, strengths based, empowering

3.3.2 **Co-created**-Inclusive of the child, their family and supporters

3.3.3 **Customised**-Individualised wraparound support, incorporating diversity

3.3.4 **Consistent**-Resettlement focus from the start, seamless, enhanced at transitions, build and maintains stable relationships

3.3.5 **Co-ordinated**-Managed widespread partnership across sectors

3.3.6 Links to Effective Risk Management

3.3.7 The Resettlement Plan

4.0 YOUTH TO ADULTHOOD TRANSITIONS

5.0 APPENDICES

6.0 DOCUMENT AND PROGRAMME REVIEW

1.0. INTRODUCTION

Camden's procedures and processes surrounding resettlement have been revised to reflect the underpinning principles of Constructive Resettlement as an evidence based approach to intervention as opposed to a planning/process led series of meetings. This document has been revised to ensure that protocols around the resettlement of detained children and young people are being managed effectively by Camden YOS and those services supporting the resettlement plan. The protocol has also been updated to reflect Camden's enhanced resettlement and risk of custody offer, delivered in partnership with New Horizon's Youth Centre and Project 10/10 within the two year Community Impacts Programme.

The information contained within this document should ensure that the evidence base surrounding resettlement is understood by all those working with detained children, both on remand and serving sentences, and ensure the delivery of consistent and effective practice within the Youth Justice Sector.

This document should be read in conjunction with Camden YOS Guidance and case worker checklists on:

- **National Standards for children in Custody**
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/296274/national-standards-youth-justice-services.pdf
- <https://www.gov.uk/government/publications/custody-and-resettlement/custody-and-resettlement-section-7-case-management-guidance>
- YOS-CSSW working protocol
- CSSW placement search and planning process and procedures
- Child First Offender Second

2.0. GUIDANCE

The following guidance has been taken from the below sources of information and evidence base:

2.1. [Constructive resettlement](#)

5 principles of constructive resettlement

1. **Constructive** – discussions about and planning for resettlement are useful and intended to be helpful to the child and their parents/carers with a focus on their future
2. **Co-created** – plans produced from collaboration with the child, their parents/carers and their network
3. **Customised** – a bespoke plan made with the child and their family/carers
4. **Consistent** – the continuous planning for resettlement that starts immediately and continues throughout the duration of custody.
5. **Co-ordinated** – working in partnership with the network, parents/carers and the child

2.2.7 pathways to resettlement

<https://www.gov.uk/government/publications/custody-and-resettlement>

7 pathways to resettlement

1. Case Management and Transitions
2. Accommodation
3. Education, Training and Employment
4. Health and mental health
5. Substance Misuse
6. Family/carers
7. Finance, Benefits & Debt

3.0. ENHANCED CONSTRUCTIVE RESETTLEMENT AT CAMDEN YOS

3.1 Constructive resettlement

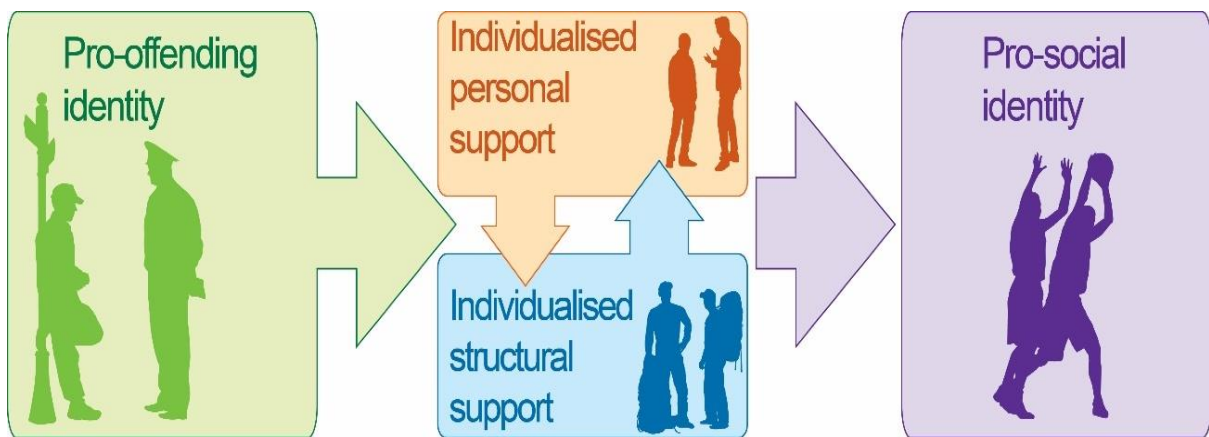
Camden YOS recognises that children who are given custodial sentences have the worst reconviction rates (68% in 2015/16-National average). Camden has a strong track record of better than average outcomes relating to resettlement, with only 40% of children being released from custody and re-offending in 2015/16. However, Camden YOS believe that more could be done to further reduce this rate, improve outcomes relating to resettlement and preventing children from going in to custody in the first instance.

Camden YOS recognise the need to re-focus resettlement practice on shifting a child's identity from pro-criminal to pro-social and intend to reshape the resettlement offer and process in order to reflect this.

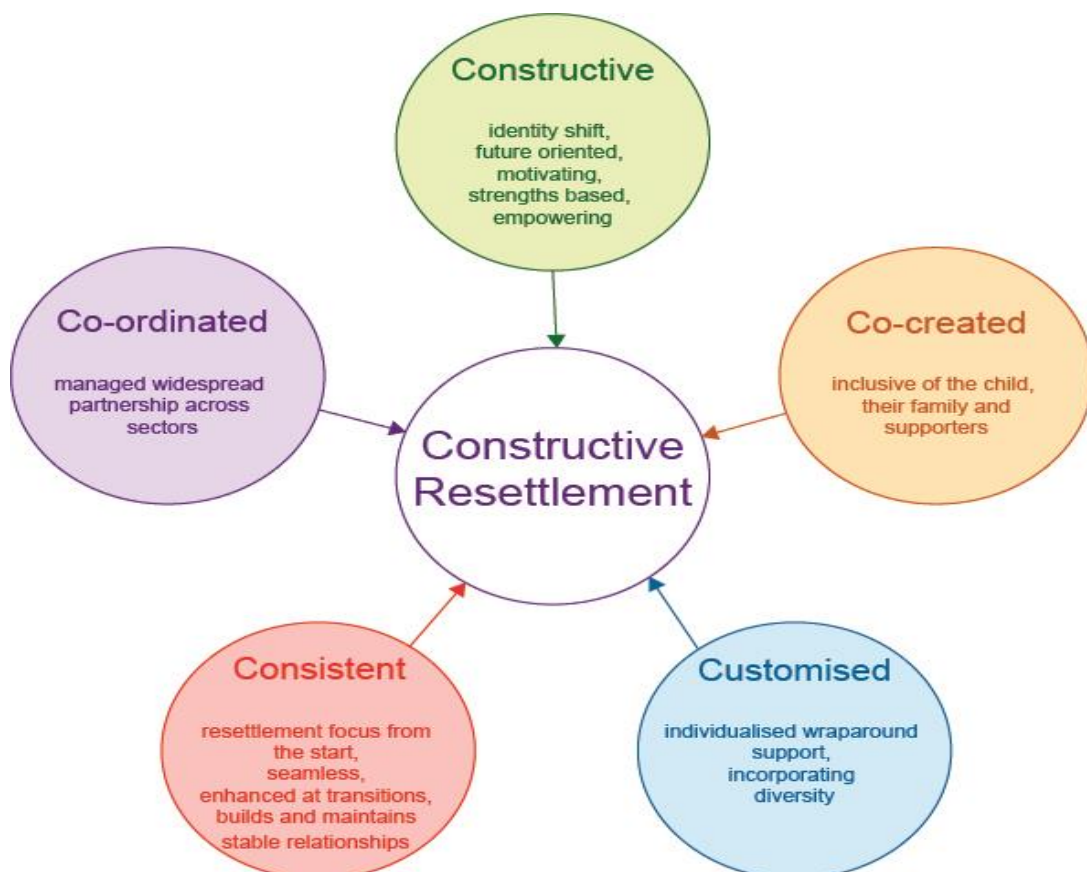
Resettlement is based on providing personal support to a child to help them shift their identity from pro-offending to pro-social. This requires an assessment and identification of their pro-offending narrative, their strengths and goals and identifying a plan to achieve this.

It is also based on ensuring a child has suitable practical support including appropriate accommodation, healthcare, education or training opportunities and constructive leisure.

Figure 1. Constructive resettlement approach



The Individualised personal support and structural support will be underpinned by the 5 principles of constructive resettlement. **Figure 2. Principles of constructive resettlement**



3.2 Camden YOS enhanced constructive resettlement

Camden Council's Community Impacts Programme has identified youth offending and serious youth violence as a priority for 2018-20 and in partnership with the YOS has agreed to fund the following interventions focused on children at risk of custody and resettlement.

The Community Impacts Programme intends to fund the following resource;

2 FTE Resettlement Key Workers (New Horizon's youth centre)-Operating an 'in-reach' model for children in custody for both remand and those serving a sentence. Ongoing work in the community as part of resettlement will be offered in line with the resettlement and intervention plan

1 0.8 FTE Clinical Psychologist (Project 10/10)-Operating an in-reach and street based mental health model for children in custody, recently released from custody and those at high risk of custody

This programme work will ensure that children in custody will receive weekly intervention utilising the 5C's of constructive resettlement. This work will continue in the community for those who have been released from custody and those at most risk of going to custody, such as children on Intensive Supervision and Surveillance (ISS) and who are gang affiliated.

The programme intends to work with 10-15 children at any one point across the two year pilot and intends to work with c.30 children per year.

3.3 5C's of Constructive Resettlement

3.3.1 **Constructive**-Identity shift, future orientated, motivating, strengths based, empowering

Camden YOS recognises from audit and inspection learning that desistance focused interventions can be limited within the secure estate as a result of a number of factors (including capacity, security, behaviour etc). It is also recognised that much of the positive work completed whilst a child is in custody is not rooted in the family or the communities to which our children will return. Camden YOS intend to provide two dedicated in-reach workers from New Horizons Youth Centre, who will see / meet their allocated children in custody on a weekly basis. These workers will focus interventions on shifting a child's identity from pro-criminal to pro-social and will consider the 7 pathways to resettlement within this work. In addition, and in order to build a strong working relationship which would help shape the work in the community, case managers will be expected to hold a monthly legal visit to children, outside the review meetings every three months.

3.3.2 **Co-created**-Inclusive of the child, their family and supporters

Camden YOS recognise that the majority of children entering custody and requiring resettlement have experienced trauma, disrupted attachment and neglect within their early history (c.80% in local analysis/audit and national literature). Therefore, the response and intervention required to support children shifting from a pro-criminal to pro-social identity requires a multi-faceted approach to interventions, including whole family responses. Camden has invested in a Parenting/Family Group Conference (FGC) Co-ordinator and therefore every child in youth detention will be supported with a FGC approach to co-create the resettlement plan. Within the enhanced resettlement offer, Camden

YOS will champion the 'child first, offender second' approach and whole family approaches to ensure plans for resettlement and desistance are co-created and family led.

Parents or carers will be included in all relevant meetings where the resettlement planning is discussed throughout the duration of the child's time in custody. It is important the child feels involved in the creation of the support that is offered to them. They will be active co-developers from the first meeting with their case worker, being encouraged to share their ideas and hopes for what might help them and children like them throughout the duration of the project. In this way, the work will be authentically child-led, and will promote children feeling a responsibility for, and ownership of, the project.

Camden YOS and the Enhanced Constructive Resettlement Team will ensure that Co-created resettlement plans are completed as early as practicable with the child and their family. This work will contribute and sit alongside any intervention and custodial intervention plan.

3.3.3 **Customised**-Individualised wraparound support, incorporating diversity

Camden YOS, in partnership with New Horizons Youth Centre (NHYC) and the Camden and Islington NHS Trust (Project 10/10) recognise that Constructive Resettlement is not a process of stages and meetings, rather a systems change approach focusing practice on relational and strengths based approaches. Shifting a young person's identity from a pro-criminal to pro-social position requires trusted relationships focused on repairing secure attachment and therefore Camden YOS intends to provide in-reach key worker and clinical psychology capacity to ensure this work continues whilst a child is detained.

The case workers will have regular clinical supervision with the Clinical Psychologist to help them reflect on the progress of the work with the children, discuss and formulate to inform future interactions and plans with the children, and process the emotional impact of the work for themselves. The work of the case workers and the psychologist will be informed by AMBIT (adaptive mentalisation-based integrative treatment). This will ensure a "team around the worker" focus for the project, where the team bolster the key professional who is engaging with the young person. The emphasis will be on fostering the development of a trusted, reliable, and boundaried attachment relationship between the child and the worker. These relationships of trust are a necessary part of a traditional psychological therapy or helping relationships, and will permit therapeutic psychosocial and emotional well-being interventions to be an instinctive part of the work. Project 10/10 and New Horizon Youth Centre are well versed in this mode of working, and will provide wrap around support for the workers supporting the children. The Clinical Psychologist will receive clinical supervision from the Project 10/10 Clinical Psychologist

3.3.4 **Consistent**-Resettlement focus from the start, seamless, enhanced at transitions, build and maintains stable relationships

The role of the NHYC key worker, the Project 10/10 clinical psychologist and the allocated YOS worker will be to provide each young person with a core team around the child that can continue to work intensively with the child in both custody and community settings. The enhanced resettlement offer

will also target Camden's ISS and high risk of custody cohort (screened by Asset Plus Likelihood of Re-offending and Risk of Serious Harm ratings).

Camden intend to enhance the level of contact and intervention with children in custody, with weekly constructive resettlement focused interventions.

3.3.5 **Co-ordinated**-Managed widespread partnership across sectors

Camden recognise the need for the Resettlement offer and approach to be multi-faceted and ensure that complex and multiple needs of those at risk of custody and currently in custody are met.

Constructive Resettlement Planning should be focused on supporting a child to **shift their identity** from pro-offending to pro-social. This process is intended to reduce and cease a child's offending behaviour and assist a child to be given the opportunity to meet their full pro-social potential. This work will be collaborative with a child whilst in custody and continue following their release and will be strengths based with clear goals to help them achieve a positive pro-social identity shift.

Resettlement planning is a **consistent** process that begins as soon as a child is remanded or begins a custodial sentence. It is a specific process overseen by regular resettlement planning meetings to ensure that robust plans are in place for the child's release back into the community. These meetings are additional to the DTO or s90/s91 initial/review/end and Looked After Review meetings that take place in the secure estate.

The resettlement planning begins immediately upon the child being remanded or starting a custodial sentence. The YOS Team Manager will identify the relevant network with the Case Manager and also liaise with the Independent Reviewing Officer to identify a date to meet as soon as possible, ideally within 20 working days of the young person entering the secure estates. A resettlement plan will include the child and their family to ensure it is **co-created**. The participants required for a resettlement planning could also be included in a FGC/Family plan meeting to ensure the planning is a plan supported and agreed by the child and their family/carers.

3.3.6 Links to Effective risk Management

Camden's consistent approach to resettlement will continue to ensure the 3 domains of risk are discussed and managed appropriately, with referrals around risk and safety and wellbeing vulnerability management including MAPPA screening and the High Risk and Vulnerability Panel (HRVP). MAPPA referrals should be made **6 months** prior to the child's release (so for a 12 month DTO, at the start of sentence).

3.3.7 The resettlement plan

The enhanced resettlement approach in Camden will see a fundamental shift away from a one or two meetings to plan resettlement, towards a seamless, relationship and strengths based approach involving the network working with the child. Camden YOS will ensure that a resettlement meeting to plan for the child's release is agreed at least two weeks prior to their release from custody and all relevant professionals are aware of their role/actions. This plan will be the outcome of continuous meetings over the entire course of the custody period. All relevant individuals who will be involved in

the resettlement plan in the community will attend and contribute to its formulation (SMART goals for desistance over the next three months), including the child and their family. A family led plan using a co-created family group conference approach will be central to the overarching plan for resettlement and future desistance. Following the release of the child into the community, there will be a review of the resettlement plan within 20 working days, and will include the child, their parents or carers and the rest of their professional network, including their Independent Reviewing Officer if they continue to be a Looked After Child.

4.0 YOUTH TO ADULTHOOD TRANSITIONS

Within the enhanced constructive resettlement work, Camden will be working with a high proportion of its older cohort. Currently, 100% of Camden's custodial cohort is 17 or over and whilst there is no lower age limit for this work, we anticipate the approach will mainly target children who are 16-18 years old. Therefore, this approach should be considered in conjunction with Camden's approach to transitions and case transfer to probation-NPS and CRC.

Both Project 10/10 and New Horizons Youth Centre have the capacity and resources to work with young adults and the enhanced resettlement offer will ensure that children transitioning to adulthood will continue to access constructive resettlement interventions that maintain consistent attachments, which is fundamental to supporting a shift from a pro-criminal to pro-social identity before the age of 25.

5.0 APPENDICES

Appendix 1: Organisational chart for Camden YOS's Enhanced Constructive Resettlement Programme

Appendix 2: NS timescales for children in custody (Summary)

Appendix 3: YJB Case Management Guidance – Custody and Resettlement

Appendix 4: Enhanced Constructive Resettlement Plan template

Appendix 5: YOS-CSSW working protocol

Appendix 6: CSSW placement search and planning process and procedures

Appendix 7: Transitions to probation protocol

Appendix 8: Joint working protocol with SEND for children with EHCPs and SEN

6.0 DOCUMENT AND PROGRAMME REVIEW

The programme of work will take an active learning approach to its development and design, ensuring that elements of co-creating and customised services for children remain at the centre of the service



provided. The programme will be reviewed by the staff and children involved after three months and scrutinised by the Youth YOS Management Board within their participation work.

Date of review: May 2019