

---

# Youth Justice Plan 2025/26

---

<b>Committee considering report:</b>	Executive
<b>Date of Committee:</b>	18 September 2025
<b>Portfolio Member:</b>	Councillor Heather Codling
<b>Report Author:</b>	Dave Wraight
<b>Forward Plan Ref:</b>	EX4666

---

## 1 Purpose of the Report

- 1.1 To provide members with oversight of the annual Youth Justice Plan for 2025/26 which is submitted to the Youth Justice Board.

## 2 Recommendation

- 2.1 Members are requested to agree and formally endorse the Youth Justice Plan 2025/2026. The Youth Justice Support Team is a statutory service with contributions from partners including Police, Probation and Health, as such the plan has been formed in conjunction with those partners and been through a consultation process with the Youth Justice Management Group and the Building Communities Together Partnership where those partners are present.

## 3 Implications and Impact Assessment

Implication	Commentary
<b>Financial:</b>	The Youth Justice Support Team has direct funding from a number of sources including the Office of the Police and Crime Commissioner, Probation and the Youth Justice Board and payments in kind through seconded staff from Police and Health.
<b>Human Resource:</b>	The Youth Justice Support Team contains employees of the Local Authority alongside seconded staff from other agencies all co-located forming a multi-agency team to provide youth justice services as defined by the Crime and Disorder Act 1998, a staffing chart is found in the appendices of the Youth Justice Plan.

<b>Legal:</b>	Section 40 Crime and Disorder Act 1998 provides a duty on the local authority after consultation with relevant person and bodies to formulate and implement a plan setting out how youth justice services are to be provided and funding and how the youth offending teams are to be composed and funded, how they operate and what functions they are to carry out. In addition, there is statutory guidance Youth Justice Plans: guidance for Youth Justice services dated January 2025. This sets out the minimum information required in our plan.			
<b>Risk Management:</b>	The Youth Justice Support Team have responsibilities to supervise and manage children who pose a risk of causing serious harm and risk of reoffending in the community. The team work in partnership with Thames Valley Police and other partners to manage and mitigate those risks utilising risk management frameworks including Risk Management Forum and MAPPA.			
<b>Property:</b>	The Youth Justice Support Team is based at Merchant House.			
<b>Policy:</b>	The Youth Justice Plan outline is determined by the Youth Justice Board in their guidance to provide national consistency.			
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Commentary</b>
<b>Equalities Impact:</b>				
<b>A</b> Are there any aspects of the proposed decision, including how it is delivered or accessed, that could impact on inequality?	X			The Youth Justice Plan explores disproportionality in the youth justice system and proposes measures that seek to monitor and address those areas of over representation.

<b>B</b> Will the proposed decision have an impact upon the lives of people with protected characteristics, including employees and service users?	X			The Youth Justice Plan explores disproportionality in the youth justice system and proposes measures that seek to monitor and address those areas of over representation.
<b>Environmental Impact:</b>		X		No specific environmental impact
<b>Health Impact:</b>	X			The seconded health staff provide a service to children who often do not access health care, therefore this approach enhances their access to health services and improved health outcomes
<b>ICT Impact:</b>		X		No specific ICT impact
<b>Digital Services Impact:</b>		X		No specific Digital Services Impact
<b>Council Strategy Priorities:</b>	X			The Youth Justice plan supports two of the Councils strategic priorities: A fairer West Berkshire with opportunities for all and Thriving communities with a strong local voice.
<b>Core Business:</b>	X			The Youth Justice Plan interfaces with a number of council focuses as contained in the Building Communities Together plan, Health and Wellbeing Plan, Serious Violence Plan, work to reduce suspension and exclusion and many others.
<b>Data Impact:</b>		X		No specific data impact

<b>Consultation and Engagement:</b>	The Youth Justice Plan has been created in consultation with children, young people and parents who use Youth Justice services. Staff and volunteers at the YJST have contributed to the plan. The Youth Justice Management Group and the Building Communities Together Partnership have both been consulted – these partnerships include the statutory partners Police, Health, Probation and others including the voluntary sector.
-------------------------------------	---

## 4 Executive Summary

- 4.1 Local authority partnerships have a statutory duty to submit a youth justice plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth justice partnership's responsibilities in producing a plan. It states that it is the duty of each local authority, in consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out how youth justice services in the area are to be provided and funded, how they will operate, and what functions will be carried out. The plan should address how services will prevent offending behaviour and reduce reoffending.
- 4.2 The Youth Justice Plan is attached as Appendix B. The plan has been produced in consultation with a wide number of stakeholders and with the partnership oversight groups Youth Justice Management Group and the Building Communities Together Partnership. It has been formulated using the Youth Justice Board guidance 2025/2026 to ensure compliance.

## 5 Supporting Information

### Introduction

- 5.1 The Annual Youth Justice Plan serves as a roadmap, guiding the efforts of the partnership to support children, young people and their parents to maximise their life chances away from the criminal justice system. The Youth Justice partnership have a strong track record of working collaboratively to address issues in the community and create opportunities for children and young people to thrive.
- 5.2 The Youth Justice Support Team was inspected by HMI Probation in 2023 and judged to be outstanding. In March 2025 the Youth Justice Board indicated that the YJST had been moved to Quadrant 1 noting that this was a light touch oversight given the strengths and performance of the team.

### Background

- 5.3 The partnership recognise that much of what is planned can only be delivered with others, be that our statutory partners such as the Thames Valley Police, Health, Probation or other key organisations in the voluntary and education sectors. The Youth Justice Plan is designed to build on the partnerships already in place, to develop our joint arrangements further and to ensure that we target our shared efforts and resources

into approaches that work and produce real, lasting outcomes for children and families in West Berkshire.

- 5.4 The Youth Justice Plan represents an unwavering commitment to transform the lives of children in West Berkshire. It is recognised that children involved in the youth justice system tend to have experienced more challenges and trauma than many of their peers, a cohort profile is included in this plan. This plan sets out the progress against the actions from the previous year, key performance indicators and sets out the plan for the coming year.
- 5.5 The priorities outlined in the plan include;: Enhancing Early Intervention and Prevention by expanding and evaluating the use of prevention letters, increase school-based interventions through the Positive Intervention Programme. Strengthening evidence-based reflective practice by using evidence-based tools. Improve Out-of-Court Disposals and diversion by fully implementing and evaluating the Youth Deferred Prosecution and strengthening Joint Decision-Making Panels. Maintaining strong approaches to public protection and risk management. Support for Education, Training, and Employment outcomes and strengthening our multi-agency approach to reduce exclusions and improve attendance. Elevating victim engagement and restorative practices by benchmarking and auditing victim-related practices and taking appropriate action.
- 5.6 Contained within the plan is detailed information on the profile of the children who come to the attention of the police, year by year there are fluctuations and changes in those demographics. The detailed profile information contained in the plan enables the partnership to tailor approaches to the prevention of offending, targeting resources to address areas of concern.

## **Proposal**

- 5.7 The Youth Justice Plan 2025/26 has been discussed and endorsed by the Youth Justice Management Group and the Building Communities Together Partnership. It is proposed that members agree the Youth Justice Plan.

## **6 Other options considered**

- 6.1 The youth justice plan could not be endorsed or be rejected and rewritten, however, this course of action is not recommended given the wide consultation and engagement that has already taken place in the development and creation of the attached plan.

## **7 Conclusion**

- 7.1 It is recommended that members agree and formally endorse the Youth Justice Plan 2025/2026.

## **8 Appendices**

- 8.1 Appendix A – Equalities Impact Assessment
- 8.2 Appendix B – Youth Justice Plan 2025/2026

**Subject to Call-In:**

Yes: ☒ No: ☐

The item is due to be referred to Council for final approval ☐

Delays in implementation could have serious financial implications for the Council ☐

Delays in implementation could compromise the Council's position ☐

Considered or reviewed by Scrutiny Commission or associated Committees, Task Groups within preceding six months ☐

Item is Urgent Key Decision ☐

Report is to note only ☐

**Officer details:**

Name: Dave Wraight  
Job Title: Service Manager  
Tel No: 01635 553600  
E-mail: dave.wraight@westberks.gov.uk

---

West Berkshire Council  
Equity Impact Assessment

TEMPLATE

March 2023

Contents

Section 1: Summary details.....8

Section 2: Detail of proposal .....9

Section 3: Impact Assessment - Protected Characteristics .....11

Section 3: Impact Assessment - Additional Community Impacts.....12

Section 4: Review.....14

## Section 1: Summary details

<b>Directorate and Service Area</b>	People Directorate, Childrens Services, Youth Justice Support Team
<b>What is being assessed</b> (e.g. name of policy, procedure, project, service or proposed service change).	Members are requested to agree and formally endorse the Youth Justice Plan 2025/2026.
<b>Is this a new or existing function or policy?</b>	It is a new plan, replacing the Youth Justice Plan for 2024/2025
<b>Summary of assessment</b> Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	Each Local Authority area partnership has a duty to produce an annual youth Justice plan that will identify how services will prevent offending behaviour and reduce reoffending.  The Youth Justice plan does not seek to bias, discriminate or unfairly disadvantage groups or individuals. The plan recognises where there is over representation of certain groups in the youth justice system and seeks to address that disproportionality and over representation.
<b>Completed By</b>	Dave Wraight
<b>Authorised By</b>	
<b>Date of Assessment</b>	25/06/2025



## Section 2: Detail of proposal

<p><b>Context / Background</b></p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Local authority partnerships have a statutory duty to submit a youth justice plan relating to their provision of youth justice services (YJSs). Section 40 of the Crime and Disorder Act 1998 sets out the youth justice partnership's responsibilities in producing a plan. It states that it is the duty of each local authority, in consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out how YJSs in their area are to be provided and funded, how they will operate, and what functions will be carried out. The plan should address the functions assigned to a YJS, including how services will prevent offending behaviour and reduce reoffending.</p>
<p><b>Proposals</b></p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>It is proposed members agree and endorse the Youth Justice Plan 2025/26 alongside the existing agreement of the Building Communities Together Partnership and the Youth Justice Management Group. The Youth Justice Plan sets out in detail the specific actions that will be taken during the course of the year.</p>
<p><b>Evidence / Intelligence</b></p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our</p>	<p>The Youth Justice Support Team sought the views of children, volunteers, staff, Youth Justice Management Group and partner agencies in the production of the YJ plan. Each child receiving an intervention and every volunteer were asked their views using a 'what should the team be doing in 2025/26' questionnaire. They rated their top 5 areas and there was a box to add additional suggestions.</p> <p>The comments, feedback and priorities have been incorporated into the plan to give it shape and direction.</p> <p>There is a large amount of data used to shape the plan including demographic information, cohort profile information and data relating to offending all of which have been used to form the basis of the plan.</p>

## Equity Impact Assessment

ability to deliver our climate commitments.	
<p><b>Alternatives considered / rejected</b></p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>The plan has been through a number of iterations and been refined following feedback from the different partners and stakeholders. The option of not doing a plan would place the Local Authority Partnership in breach of its duties under the Crime and Disorder Act 1998 and therefore has not been considered.</p>

## Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The plan seeks to appropriately divert children aged 10-17 years old away from the criminal justice system.		Service Manager, YJST	Quarterly Performance Monitoring at YJ Management Group
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The plan outlines the work to monitor and address racial disproportionality in the justice system		Service Manager, YJST	Quarterly Performance Monitoring at YJ Management Group

### Equity Impact Assessment

<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The plan recognises proportionately more female children in the YJ system locally than nationally and seeks to tailor responses accordingly		Service Manager, YJST	Quarterly Performance Monitoring at YJ Management Group
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Religion or Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

### Section 3: Impact Assessment - Additional Community Impacts

<b>Additional community impacts</b>	<b>No Impact</b>	<b>Positive</b>	<b>Negative</b>	<b>Description of impact</b>	<b>Any actions or mitigation to reduce negative impacts</b>	<b>Action owner</b> (*Job Title, Organisation)	<b>Timescale and monitoring arrangements</b>
<b>Rural communities</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Areas of deprivation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is recognised that proportionately more children in the justice system come from areas of deprivation therefore the plan		Service Manager, YJST	Quarterly Performance Monitoring at YJ

## Equity Impact Assessment

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
				seeks to address issues of poverty, education and employment			Management Group
Displaced communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There are more children from the GRT community than others therefore specific work is undertaken to address this overrepresentation		Service Manager, YJST	Quarterly Performance Monitoring at YJ Management Group
Care experienced people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Children in care are over represented In the Justice system, protocols and practices are in place to divert them and reduce the impact. Children in care go on to become Care Leavers.		Service Manager, YJST	Quarterly Performance Monitoring at YJ Management Group
The Armed Forces Community	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

## Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	
Person Responsible for Review	
Authorised By	

EDI employee related EQiA's should now be sent to Human Resources [hrenquiries@westberks.gov.uk](mailto:hrenquiries@westberks.gov.uk)