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Introduction

This plan sets out the early actions towards achieving the outcomes and priorities within the <u>Rights-Respecting Approach to Justice for Children and Young People –</u> <u>Scotland's Vision and Priorities</u> ('the vision') between June 2021 and June 2024. This will be achieved through a partnership approach.

The vision is aimed at all children up to the age of 18 and has been drafted for adaptation and application for all young people up to age 26. The key priorities are based on the views of children and young people, key stakeholders and partners and go some way to meet the asks from <u>the Promise</u> and other key review and research pieces such as <u>Expert Review of the Provision of Mental Health Services at HMP&YOI Polmont</u> and '<u>Rights Respecting? Scotland's approach to children in conflict with the law</u>'. They represent a shared foundation to ensure that the rights of children and young people in Scotland are protected and upheld, to prevent them from being involved in behaviour which leads them into conflict with the law, and to promote desistance and rehabilitation when that occurs. They also continue to support the Getting it Right for Every Child agenda.

Both the vision and this action plan have been prepared by the Scottish Government and members of the Youth Justice Improvement Board. Members and the organisations they represent have agreed to support delivery of this plan by 2024. However, support is also needed from a wider representation of those working with children and young people in order to fully deliver on implementation.

To ensure that the actions remain relevant and receive the right attention timeously, this plan will be actively reviewed and updated quarterly or as new issues and priorities emerge.

Governance oversight of the action plan will be conducted by the Youth Justice Improvement Board through quarterly meetings. Reporting arrangements will also be shared and agreed with the Promise Oversight Board.

Delivery groups (where necessary) will be set up and organisations will be tasked to deliver on the actions outlined in this plan.

The action plan should be read in conjunction with the vision.

Outcomes

The following eight outcomes will be achieved by 2024.

- **Rights** of all children are upheld and they are supported to **understand** what this means for them and what to expect.
- Children and young people are supported to actively **participate** and **engage** in the decision which affect them.
- **Victims** are supported and their rights are upheld, with specific attention paid to child victims and their families.
- Children are diverted away from the Criminal Justice System to appropriate alternative supports through the continued delivery of the **Whole System Approach.**
- To the extent possible and appropriate, no under-18s are remanded or sentenced to detention in a young offenders institute.
- We have the required **data and evidence** on children and young people to better inform policy and practice so that children and young people benefit.
- Children and families are **supported at an early stage** to improve their life chances with their **wellbeing** and **mental health** needs are addressed.
- **Speech, language and communication needs** for all children and young people are taken into consideration both when assessing individual needs and when adapting information and communication used in formal processes.

Priorities

In order to achieve these outcomes the following priorities will be the focus of the action plan over the next three years.

Rights and Understanding

- Services provided to children and their families uphold their rights, through all aspects of work, in line with UNCRC requirements and Scottish Government legislation, including monitoring services to ensure rights are being upheld.
- Support to be offered to children and their families to understand and know their rights so they can exercise them.
- Promotion of better public understanding and awareness of the needs and rights of children and young people in conflict with the law and the systems in place to support them.
- For those who go through the Criminal Justice System their experience should be meaningful and participative, one which educates, improves, understands and upholds the rights of children and young people.
- All children and young people should be able to access services to address trauma, abuse, neglect and communication needs.
- Provision should be made to ensure professionals/services are taking into account additional support needs, including speech, language and communication needs, to improve their life chances.
- Provide activities and opportunities for children and young people to engage in education, gain employment and to have stable housing options as a necessity.

Participation and Engagement

 Improve participation and engagement of children and young people ensuring that they have developmentally appropriate participation opportunities to help shape the decisions, services and supports that affect them. This will include addressing barriers to engagement providing access to information and processes in language that they understand and taking account of cultural differences or disabilities and any communication needs.

Victims

- Information and support for victims is enhanced, considering good practice, whilst
 respecting data protection and confidentiality rights. This includes access to
 restorative justice approaches where appropriate, regardless of the age of the person
 responsible or the outcome of the case.
- Support must be trauma-informed and tailored to the needs of all participants.
- Children and young people at risk of criminal exploitation are supported through increased understanding of the nature, scale and extent of the issue and awareness raising with practitioners and communities.

Whole System Approach

- Continue to deliver a reinforced and reinvigorated whole system approach (WSA) to under-18s – with cohesion and integrity in all its elements supporting development of the workforce to deliver effective multi-agency partnerships and creating lasting systems and culture change. In particular, this will involve supporting social work and the wider workforce to:
 - develop a consistent approach to early and effective interventions;
 - work with those whose behaviour presents a high risk of harm to others, including embedding Care and Risk management processes.
- No under-18s, to the extent possible and appropriate, should be in young offender institutions, including those on remand, with secure care and intensive residential and community-based alternatives being used, when therapeutic trauma-informed approaches are required for the safety of the child or those around them, and where community alternatives are available for those who require additional support.
- Extend WSA to those beyond the age of 18 providing access to support up to age 26 where possible and appropriate.
- Raise the age of referral to the Principal Reporter to 18 for all children with a presumption against under-18s in the Criminal Justice System, consistent with the Lord Advocate's prosecution policy. Where this is not possible, they must be treated in a way that is trauma-informed and recognises their age and stage of development.

Data and Evidence

• Data on children and young people is recorded, gathered and analysed in order to evidence the need for change and guide further improvements in policy and practice and to ensure that improvements are sustained.

Early Intervention and Support

- Children and families are supported at an early stage to assess, identify and respond to wellbeing needs, to reduce stigma and improve their life chances and outcomes.
- Relationships are built, and access to services to address adverse childhood experiences (ACEs), trauma and other challenging experiences is improved, through the delivery of trauma-informed approaches, youth work, gender-based approaches and effective multi-agency partnerships.
- All children and young people have timely access to appropriate services to address mental health needs.
- Workforces are supported to develop and continually address the needs of children and young people in Scotland.

Given the scale and extent of the priorities, it is not possible to address all actions within the first year. The following actions are either currently underway or will be progressed between June 2021 and June 2022. Actions beyond June 2022 are listed in Annex A these will be adapted and added to during 2021-22.

Priorities and Actions - Year One

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
Overarching Commitment		'		
	We will work in partnership to deliver the vision and priorities in order to meet the asks of the Promise and other review/research pieces	To be completed by June 2024	Scottish Government and Youth Justice Improvement Board members	All children and young people who are in conflict with the law will be supported and have better outcomes for the future
Rights and Understanding				
Services provided to children and their families uphold their rights, through all aspects of work, in line with UNCRC requirements and Scottish	• Work with practitioners to raise awareness of general rights across the youth justice field through engagement events, fact sheets and other material, in particular through the continued development and use of a multiagency WSA approach	June 2022	All	Rights of all children are upheld and they are supported to understand what this means for them and what to expect
Government legislation, including monitoring services to ensure rights are being upheld	 Consider the gathering of data to monitor whether children's rights are being protected 	June 2022	All	
Support to be offered to children and their families to understand and know	 Support the development of processes to challenge or complain when children's rights are not upheld 	December 2021	All	Families and children and young people understand their rights and know how to challenge when their rights are not being upheld
their rights so they can exercise them	 Provide easily accessible advice for all on aspects relating to rights, linking with other work ongoing around rights, enlisting the support of groups such as YouthJustUs 	June 2022	All	
	 Support children and young people to articulate and realise their wishes and rights 	June 2022	All working with children and young people	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
Provision should be made to ensure professionals/ services are taking in to account additional support needs, including speech, language and communication needs, to improve their life chances	 Develop information for the workforce on recognising undiagnosed SLCN and adapting services to meet those needs 	December 2021	SLCN sub-group	Children and young people have their needs recognised and action to
	• Continue to support local areas to recognise and support those with SLCN and work with partners to consider whether therapists should be embedded in local teams through analysis of the benefits of adopting such an approach	Ongoing	SLCN sub-group	address those needs is provided
Participation and Engageme	nt			
Improve participation and engagement of children and young	 Publish revised <u>Youth Justice Standards</u> which include new standards around participation and engagement 	June 2021	SG	Children and young people actively participate and are able to engage in the decision which affect them as outlined in the Promise
people ensuring that they have developmentally appropriate participation opportunities to help shape the decisions, services and supports that affect them; including addressing barriers to engagement providing access to information and processes in language that they understand and taking account of cultural differences or disabilities and any communication	• Work with YouthJustUs to develop a child-friendly version of the standards and vision to ensure young people understand how the standards affect them and what the priorities are for youth justice over the next three years	December 2021	CYCJ participation leads, YouthJustUs	
	• Work with practitioners to highlight good practice around ways of working with young people to hear their voices with a view to developing children's service plans that give prominence to the voice of those with experience of the justice systems, as part of implementation of the standards	December 2021	CYCJ participation leads, local authorities	
needs	 Support practitioners to consider how children can be involved in EEI processes through engagement 	March 2022	CYCJ participation leads, local authorities, Police Scotland	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
Victims				
Information and support for victims is enhanced, considering good practice, whilst respecting data protection and confidentiality rights; this includes access to restorative justice approaches where appropriate, regardless	 Linking to work to develop a victims centred approach across Scotland led by Victims Support Scotland, ensuring read across for developing a consistent approach to information sharing for child victims regardless of the path or outcome through working with agencies to provide clear, empathetic and trauma informed information and material from first contact and throughout 	From August 2021	Police Scotland, COPFS, SWS, third sector, SCRA, CHS, Victim organisations	Victims are supported and their rights are upheld
of the age of the person responsible or the outcome of the case	• Establish current preventative measures being used to minimise community and other contact between victims and person causing harm, gathering good practice examples to be shared across Scotland	From June 2021	Police Scotland, COPFS, SWS, third sector, SCRA, CHS, Victim organisations	
Support must be trauma- informed and tailored to the needs of all participants	 Review current services, practice and learning from the delivery of trauma- informed approaches to ensure specific tailored support is offered to child victims where there are currently gaps, with the view of reducing the need for referral to adult services 	Initial phase of gathering evidence during 2021/22 with the view to development of services from 2022 onwards	SG, Victims organisations, third sector, LAs	Trauma-informed specific approaches for children are available and accessible to all children
Children and young people at risk of criminal exploitation are supported through increased	 Develop a definition of CCE to enable those working with children and young people to understand what constitutes CCE 	December 2021	SG and Divert 3 workstream	Children are at less risk of criminal exploitation and those who are at risk have services available to address their needs
understanding of the nature, scale and extent of the issue and awareness raising with practitioners and communities	• Create and share ways in which to respond to CCE which mitigate the potential harm. Learning from other jurisdictions and agencies about how they respond to potential CCE and how they address those exploiting them	June 2022	SG and Divert 3 workstream	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
Whole System Approach				
Continue to deliver a WSA to under-18s, supporting the development of the	 Publish revised <u>EEI Core elements</u> to continue to support the use of EEI across Scotland 	June 2021	SG	Children are diverted away from the Criminal Justice System to
workforce to deliver effective multi-agency partnerships and creating lasting systems and culture	Support a national roll-out of the EEI core elements	June 2022	EEI Forum, SG, CYCJ, Police Scotland, LAs	appropriate alternative supports The whole system
lasting systems and culture change	 Research EEI approaches across Scotland to understand how effective the process is and highlighting best practice to ensure future consistency of approach around EEI for all under-18s regardless of whether there is a charge or not 	December 2021	EEI Forum, SG, CYCJ, Police Scotland, LA	approach to preventing offending by young people is embedded in practice offering more holistic supports to children
	 Continue work to consider increasing the range of offences that can be referred to EEI in particular for 16/17-year-olds 	March 2022	COPFS, Police Scotland	
	 Publish <u>FRAME/CARM guidance</u> to broaden the understanding of risk and mechanisms available to support risk 	June 2021	SG	
	 Deliver training to practitioners and managers on the use of CARM, promoting a risk-based approach across Scotland 	Ongoing	CYCJ	
	 Publish Improving Our Approach to Workforce Development as drafted under the previous youth justice strategy, to support the development of the workforce in Scotland 	September 2021	SG	
	• Engage with Scottish Government Justice colleagues to ensure youth justice matters are reflected in the development of a new Justice strategy and in particular the inclusion of an expansion of WSA beyond 18	From June 2021	SG, YJIB/Justice board members	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
To the extent possible, no under-18s should be detained in youth offender institutes, including those on remand, with secure care being used, where therapeutic trauma- informed approaches are required for the safety of the child or those around them and where community alternatives are available for those who require additional support	 Map community alternatives across Scotland, including alternatives to remand and establish best practice approaches promoting local planning to investment in community alternatives 	December 2021	CYCJ and SG	Children are diverted away from the Criminal Justice System to appropriate alternative supports
	 Provide details to courts of the availability and efficacy of alternatives to remand, ensuring that decision makers have the information available and confidence in the alternatives in order to not place them in custody 	March 2022	CYCJ, SG, LAs, COPFS, SCTS	
	 Through research and investigation consider those currently on remand in Young Offenders Institute to understand their needs, identify history and reasoning for remand 	August 2021	CYCJ, LAs and SPS	
	 Consider options for secure care delivery in the future through workshops and meetings 	August/September 2021	SG, secure care providers, LA, COSLA, SWS	
	 Consider the findings from the bail and remand research published in December 2020 to inform and support change 	December 2021	COPFS, SCTS, Judicial Institute, LAs, SG	
	 Work with Scottish Government Community Justice Division to explore electronic monitoring options to reduce the use of remand and/or secure care for 16/17-year-olds and promote their use across Scotland 	June 2022	SG, CYCJ, LAs, COPFS	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
Raise the age of referral to the Principal Reporter to 18 for all children with a presumption against under-18s in the Criminal Justice System, consistent with the Lord Advocate's prosecution policy. Where this is not possible, they must be treated in a way that is trauma-informed and recognises their age and stage of development	 Consider future legislative provision around 16/17-year-olds in the hearings system 	May 2022	SG	All under-18s have the rights afforded to children, with access to
	 Review the recommendations from the 16/17 cross system working group 	September 2021	SG	the children's hearings system and where this is not appropriate, supported in a system
	 Support implementation of diversion guidance to ensure it remains credible, effective and responsive to the needs of those under-18s referred 	December 2021	CYCJ, COPFS, Community Justice Scotland	which recognises their age and stage of development
	 Promote the use of court support for every child that appears in Court through discussion, best practice and production of support materials, highlighting the benefits in delivering such a service to ensure that the child engages, participates and understands the process 	June 2022	SCTS, LA	
	• For those who do go through the court process, ensure processes are in place so that all cases for under 18 accused are dealt with in quicker timescales and with information shared appropriately	June 2022	COPFS, SCTS	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
Data and Evidence	Data and Evidence			
Data on children and young people is recorded, gathered and analysed in order to evidence the need for change and guide further improvements in policy and practice and to ensure that improvements are sustained	 Support the actions of the Children's Social Work Statistics Steering Group led by the Scottish Government Children's Analytical Services in order to ensure that data is collected on secure care and CARM 	December 2021	SG and CYCJ	We have the required data and evidence to better inform policy and practice so that children and young people benefit
	 Establish what data is missing and the barriers which are restricting access to data in order to overcome these issues and ensure we have full information to know what is working well and where the gaps are 	March 2022	SG, CYCJ, WSA group members	
	Develop national data sets for youth justice	June 2022	SG, CYCJ, WSA group members	
	 Gather data on EEI to establish a baseline, trends and shifts at local or national levels which could then inform specific gaps and needs of areas of effective practice 	June 2022	SG, CYCJ, WSA group members	
	 Consider the evidence available in order to shift spending at strategic levels upstream and into EEI and Diversion 	June 2022	SG, CYCJ, EEI forum, Police Scotland, LAs	

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like		
Early Intervention and Supp	Early Intervention and Support					
Children and families are supported at an early stage to assess, identify and respond to wellbeing	 Improve information sharing across systems to ensure that young people are appropriately supported based on a full picture of their needs 	June 2022	SG and CYCJ	Stigma is reduced and the life chances of children and families are improved		
needs, to reduce stigma and improve their life chances and outcomes	 Carry out investigation in to the impact of COVID-19 on children and young people 	June 2022	All			
	 Learn lessons from the work being delivered through the Family Support Delivery Group 	December 2021	SG			
	 Engage in plans for further action in the second Tackling Child Poverty Delivery Plan 	Spring 2022	All			
	• Develop consistent messages around restorative approaches to be used across the workforce to address harm with a particular focus on restorative approaches in education	June 2022	Education Scotland, LAs, CYCJ, Police Scotland			
Relationships are built and access to services to address adverse childhood experiences (ACEs), trauma and other challenging experiences is improved through the delivery of trauma-informed approaches, youth work, gender-based approaches and effective multi-agency partnerships	 Ensure that children and young people in conflict with the law are including in the future youth work strategy 	June 2022	SG	Children and young people have strong supportive relationships		

Priority	Action	Timescales	Responsibility/ Interest ¹	Outcome and what success will look like
All children and young people have timely access to appropriate services to address mental health needs	• Through membership on the task and finish group reduce barriers by supporting the development of mental health pathways for vulnerable at risk groups, including early interventions	From June 2021	SG, CYCJ, task and finish group	More children and young people have their mental health needs addressed
	 Improve understanding and enhance service provision in relation to mental health and trauma through practice development, building confidence to respond to lower level emotional wellbeing 	June 2022	CYCJ, third sector, health, LAs	
	 Support the work being taken forward by the Scottish Government Improving Mental Health and Wellbeing, Children, Young People and Families unit around the development of proposals for delivery of community services in three care pathways in CAMHS, learning disability (LD), secure and forensic; learning lessons from the Interventions for Vulnerable Youth service 	From June 2021	CYCJ, secure care providers, local authorities, SG secondees in mental health	
Workforces are supported to develop and continually address the needs of children and young people in Scotland	 Support for partners across youth justice in the implementation, governance and accountability of the Youth Justice Standards 	June 2022	All	The workforce are effective and offer services for all children and young people in Scotland

Annex A

Priorities and Actions - Year Two Onwards

Although some of these priorities may be under initial consideration in year one, specific actions are likely to progress from June 2022.

Priority	Action	Timescales	Responsibility/ Interest ²
Rights and Understanding			
Services provided to children and their families uphold their rights, through all aspects of work, in line with UNCRC requirements and Scottish Government legislation, including monitoring services to ensure rights are being upheld	 Support the development of co-produced materials around rights for specific situations such as police custody, attendance at court 		CYCJ (Participation workers)
Support children and families to understand and know their rights			
Promote public understanding and awareness of the needs and	 Create awareness raising materials, which reinforce positive truths and shift negative perceptions 		
rights of children and young people in conflict with the law and the systems in place to support them	 Promote positive media campaigns around rights and building community confidence 		
	 Engage with communities to raise awareness of youth justice matters 		

Priority	Action	Timescales	Responsibility/ Interest ²
For those who go through the Criminal Justice System their experience should be meaningful	 Consider changes to the system including the production of materials which explain the rights of children and young people and the process they will go through 		СҮСЈ
and participative, one which educates, improves, understands and upholds the rights of children	 Consider good practice around court support and highlight the benefits of extending support to young people up to the age of 26 		
and young people	 Develop an understanding of the new Glasgow youth court 		
All children and young people should be able to access services to address trauma, abuse, neglect and communication needs			
Provision should be made to ensure professionals/services are taking in to account additional support	 Develop information for the workforce on recognising undiagnosed SLCN and adapting services to meet those needs 		
needs, including speech, language and communication needs, to improve their life chances	 Continue to support local areas to recognise and support those with SLCN and work with partners to consider whether therapists should be embedded in local teams through analysis of the benefits of adopting such an approach 		

Priority	Action	Timescales	Responsibility/ Interest ²
Provide activities and opportunities for children and young people to engage in education, gain employment and to have stable housing options as a necessity	 Work with Scottish Government to support the ending homelessness agenda 		
	 Support partners in the review of the Sustainable Housing on Release for Everyone standards, ensuring that the needs of those under the age of 26 are met 		
Participation and Engagement			
Improve participation and engagement of children and young people ensuring that they have developmentally appropriate participation opportunities to help shape the decisions, services and supports that affect them; including addressing barriers to engagement providing access to information and processes in language that they understand and taking account of cultural differences or disabilities and any communication needs	 Work with practitioners to develop good practice guidance for writing reports in order to reform the way these are written in the future – this will meet an ask from the promise 	June 2023	CYCJ participation leads, local authorities
	 Work with Scottish Government on the development of future policy, legislation, and consultation in relation to youth justice and any future iteration of the vision and priorities and standards within two years of publication 	June 2023	SG, CYCJ participation leads, YouthJustUs
	 Create opportunities for a culture shift whereby participation is normal practice and embedded in all aspects 	June 2024	CYCJ participation leads
Victims			
Information and support for victims is enhanced, considering good practice, whilst respecting data protection and confidentiality rights; this includes access to restorative justice approaches where appropriate, regardless of the age of the person responsible or the outcome of the case	 Engage in multi-agency work to improve the understanding and use of restorative justice approaches across the workforce including education as per the Scottish Government Restorative Justice Action plan 		
	 Work with Scottish Government to support the development of a future Victims Commissioner 		
	 Consider appropriate disclosure of children who remain of concern in to adulthood, working with Disclosure Scotland and Independent Reviewer for ACR 		

Priority	Action	Timescales	Responsibility/ Interest ²
Children and young people at risk of criminal exploitation are supported through increased understanding of the nature, scale and extent of the issue and awareness raising with practitioners and communities	 Support the implementation of contextual safeguarding approaches to protect children from extra-familial harm 		
Whole System Approach			
Continue to deliver a WSA to under- 18s, supporting effective multi- agency partnerships and creating lasting systems and culture change	 Refresh practice guide around 16/17-year-olds once there is a move to all under-18s within the hearings system 		
	 Assess the impact on the workforce following the publication of the workforce development document 		
To the extent possible, no under- 18s should be detained in youth offender institutes, including those on remand, with secure care being used, where therapeutic trauma- informed approaches are required for the safety of the child or those around them and where community alternatives are available for those who require additional support	 Consider future legislative change to allow flexibility for young people to remain within the secure setting beyond their 18th birthday 		
	 Provide support to secure care centres to ensure they have the facilities and capacity to support the needs of under-18s 		
	 Consider a future national approach to secure care 		
Raise the age of referral to the Principal Reporter to 18 for all children with a presumption against under-18s in the Criminal Justice System, consistent with the Lord Advocate's prosecution policy; where this is not possible, they must be treated in a way that is trauma-informed and recognises their age and stage of development	 Consider a dedicated court space for under-18s to be held when appearing from custody, irrespective of pathway 		SCTS
	 Scope options for a future approach where no under-18s are in an adult court, through development of a child-friendly approach; including gathering data, views from key partners and evidence of good practice from other countries 		CYCJ

Priority	Action	Timescales	Responsibility/ Interest ²	
Extend WSA to those beyond the age of 18 providing access to support up to age 26	 Research who is delivering WSA beyond the age of 18 and develop best practice to be shared 		CACT	
	 Research numbers of young people between 18 and 26 who would benefit from an expansion 		СҮСЈ	
	 Consider what changes would need to be made in order to move beyond 18 including examining joint working and ensure that both thematic areas understand how to support each other, leverage resources and ultimately, improve transitions 			
Data and Evidence				
Data on children and young people is recorded, gathered and analysed in order to evidence the need for change and guide further improvements in policy and practice and to ensure that improvements are sustained	 Development of future standards around information sharing 			
Early Intervention and Support				
Children and families are supported at an early stage to assess, identify and respond to wellbeing needs, to reduce stigma and improve their life chances and outcomes	 Develop early interventions for children and young people at risk as part of the Scottish Government's alcohol and drug Rights, Respect and Recovery Strategy – Action Plan 			
	 Working with the Promise and those leading on family support, consider what changes are required to ensure children remain with their families 			
Relationships are built and access to services to address adverse childhood experiences (ACEs), trauma and other challenging experiences is improved through the delivery of trauma-informed approaches, youth work, gender- based approaches and effective multi-agency partnerships				
Other areas of action				



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