

Appendix Two: HMIP Thematic Inspection report recommendations Oct 2021

The Youth Justice Board should:

1. publish data to show how well individual youth offending services are addressing disproportionality: this data should refer separately to different ethnic groups
2. revise the guidance on case management to consider diversity, particularly ethnicity and structural barriers at each stage of the youth justice process.

The Home Office should:

3. publish local and national data on:
 - a) stop and search statistics, broken down by gender and age as well as ethnicity
 - b) 'release under investigation' statistics, including outcomes, broken down by gender and age as well as ethnicity.

The Department for Education should:

4. make sure that the special educational needs of black and mixed heritage boys are assessed and responded to at the earliest opportunity and work with Ofsted to include this in their inspection framework
5. improve guidance on exclusion to make sure that schools monitor disproportionality in rates of fixed and permanent exclusions and consider the impact of adverse childhood experiences, racism and personal circumstances in their response to black and mixed heritage boys. Work should begin with Ofsted to capture this in its inspection framework
6. In line with their public service equality duty and the Lammy principle of 'explain or reform', the Department for Education should hold academy trust chains and local authorities to account for monitoring rates of racial disproportionality in the use of permanent exclusions and for taking action to tackle this.

Police area forces should:

7. share with Youth Justice Management Boards local data on:
 - a) stop and search statistics, broken down by gender and age as well as ethnicity
 - b) 'release under investigation' statistics, including outcomes, broken down by gender and age as well as ethnicity.

Local authorities should:

8. provide suitable and timely accommodation placements and support packages for black and mixed heritage boys who are facing remand or being released from custody
9. make sure that, where children and families are moved to a new location as a result of concerns about their safety, the accommodation and placements provided are suitable and sustainable to meet their needs
10. ensure that black and mixed heritage boys are receiving their legal entitlement to education, including alternative provision when this is deemed necessary, and that the placements are suitable to meet their needs.

YOS partnership boards should:

11. have a vision and a strategy for improving outcomes for black and mixed heritage boys, and make sure these are known and understood by YOS staff and partner agencies
12. ensure that all board members contribute data from their individual services that identifies areas of disproportionality and the action being taken to address them, and that this data is used to develop a joint strategic needs assessment
13. have a joint set of partnership targets, for example with schools and children's services, for improving service delivery to black and mixed heritage boys, and make sure mechanisms are in place to track, monitor and evaluate outcomes.

YOS managers should:

14. establish effective processes for gaining feedback from black and mixed heritage boys on the services they receive and use this feedback to assess, review and improve the quality and suitability of service provision
15. make sure that staff understand what is expected of them in their work with black and mixed heritage boys and that they are inducted, trained and supported to work effectively with this group of children
16. improve the quality of management oversight to make sure that it is sufficiently focused on diversity and what this means in practice and that there are clear escalation routes to address any barriers to black and mixed heritage boys accessing the services they need
17. address gaps in specialist provision for black and mixed heritage boys, either by delivering it in-house or by commissioning it from appropriate local community organisations and evaluate referral and uptake rates for the services provided
18. offer suitable and appropriate support and intervention to the parents and/or carers of black and mixed heritage boys and regularly review the uptake and suitability of this provision