

Inspections of secure training centres

Evaluation schedule and grade descriptors

This evaluation schedule sets out the areas that inspectors will evaluate when inspecting secure training centres from September 2012. It should be read alongside *Inspections of secure training centres: framework for inspection*.

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Evaluation schedule for the inspection of secure training centres

Introduction

1. This guidance sets out the judgements that inspectors will make and report on when inspecting secure training centres under an arrangement with the Secretary of State for Education in accordance Section 146 of the Education and Inspections Act 2006.¹ The joint inspection framework with HMI Prisons is permitted under paragraph 7 of Schedule 13 to the Education and Inspections Act 2006, which enables the Chief Inspector to act jointly with another public authority for the efficient and effective exercise of his/her functions.

Making judgements and using the grade descriptors

2. Inspectors are required to weigh up the balance of evidence in a particular area and to consider it against the descriptors for outstanding, good, adequate and inadequate before making a judgement at a full inspection. Examples of practice may be used to support more than one judgement.
3. Inspectors will exercise professional judgement to determine the importance of evidence in relation to the individual secure training centre. Judgements are not made using a formulaic approach but are based on a carefully balanced consideration of the impact on children and young people.
4. The descriptors are hierarchical: a good service should also meet the descriptors for an adequate service and so on.
5. Secure training centres must meet statutory requirements, in particular those in the Secure Training Centre Rules 1998 (Statutory Instrument 1998/472).

Summary evaluation schedule criteria for the full inspection

- Overall effectiveness
- The safety of young people
- The behaviour of young people
- The well-being of young people
- The achievements of young people
- The resettlement of young people.

¹ The Education and Inspections Act 2006; www.legislation.gov.uk/ukpga/2006/40/section/146.

Overall effectiveness

6. Inspectors will consider evidence and judgements from across the evaluation schedule before arriving at the overall effectiveness judgement. They will take into account the extent to which the secure training centre is meeting young people's needs across the five judgements.

The safety of young people

7. Inspectors will evaluate the extent to which:
- young people are transported in a timely way to and from court and between other secure facilities, and travel in safe, decent conditions that meet their individual needs
 - young people are kept safe and helped to feel safe on their reception and induction to the secure training centre, particularly during the first 24 hours
 - young people feel safe and are safe from harm, abuse and unfair treatment
 - young people live in a safe and appropriately secure environment that takes account of their needs
 - young people are kept safe through appropriate, risk-assessed, searching practice
 - young people at risk of self-harm or suicide are identified at an early stage and provided with individual care and support throughout their time in the secure training centre, through to their release/transfer
 - young people are safeguarded through robust assessment, including risk assessment
 - all aspects of safeguarding young people are routinely monitored, quality assured and performance managed, and independently scrutinised.

Outstanding	<p>The judgement is likely to be outstanding if the cumulative requirements for a good and an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ There is substantial evidence of highly effective or innovative practice that makes a significant contribution to ensuring the safety of young people. ■ Highly effective management of, and interventions in, episodes of bullying and harassment lead to young people reporting that they feel safeguarded. ■ Young people are consistently consulted, leading to a child-centred culture that influences service delivery. ■ Young people are frequently consulted about all arrangements relating to their care in a manner that empowers them and results in positive cultural changes which have been child-led.
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<p>Good</p>	<p>The judgement is likely to be good if the cumulative requirements for an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ Young people are encouraged and enabled to comment regularly on their experiences in the centre and their concerns are acted on appropriately. ■ Young people report being very well supported by staff who understand their vulnerability. ■ Assessments and care plans of young people are highly individualised, holistic, address all needs and are consistently of a high standard. ■ Staff are aware of bullying hotspots and their vigilance ensures that young people are protected from bullying and the opportunities for bullying are minimised. Clear and detailed records of actions taken to address bullying are retained. ■ Interventions, such as mediation and restorative justice, are used effectively to challenge bullying behaviour, help victims and minimise the risk of recurrence or reprisal. ■ Whistle-blowing and allegations made by young people are responded to appropriately. ■ Child protection referrals are analysed frequently for patterns or trends and clear and demonstrable changes and improvements are made to services as a result. ■ Incidents of self-harm are reducing or minimised due to early identification of risk and highly individualised support. ■ The quality and impact of safeguarding arrangements are regularly and systematically evaluated through monitoring, audit, quality assurance and review and reported on to senior managers. ■ All evaluations of safeguarding arrangements take account of equality and diversity and ensure that no individuals or groups of young people are adversely affected because of their race, religion, gender, sexual orientation or disability. ■ The centre is engaged with the Local Safeguarding Children Board in a transparent manner that positively contributes to the safeguarding of young people in the secure training centre and within the community. ■ Young people are frequently consulted, leading to positive changes in safeguarding practice.
<p>Adequate</p>	<p>The judgement is likely to be adequate if the following applies.</p> <ul style="list-style-type: none"> ■ Young people are transferred between court and other destinations in a safe and timely manner; they are sufficiently prepared and provided with necessary and

	<p>appropriate information in a format they can understand. Their individual and diverse needs are met during transport.</p> <ul style="list-style-type: none">■ Young people are received into and live in a safe, clean, welcoming environment where they report feeling safe and supported on admission, on their first night and throughout their detention. This includes the opportunity to contact their parents or former carers.■ Each young person is fully and actively involved throughout their assessment, planning and review processes, which take account of equality and diversity issues.■ Young people are consulted on how they are cared for and kept safe.■ Bullying and harassment are minimised and young people are confident that staff are alert to signs and symptoms.■ Young people's safety is supported by appropriately open and respectful relationships with staff.■ Young people live in a safe and secure environment that makes effective use of security intelligence, takes account of the diversity of young people's needs and does not unnecessarily impede their participation in purposeful activity.■ Relevant information is shared in a timely manner between all professionals and family members involved with a young person's admission and care. Where information is inadequate or insufficient this is addressed through effective assessment.■ The centre is effectively engaged with the Local Safeguarding Children Board and this contributes to young people's safety and well-being. Arrangements are in place, recorded and tested, between the secure training centre and the local emergency services to protect young people in the event of an emergency.■ Young people are searched sensitively. A full search is only carried out after a thorough risk assessment identifies serious risk of harm to the young person or others, and on the authorisation of a responsible nominated manager. A permanent record of the risk assessment signed by the staff involved and the authorising manager is retained whenever a full search is authorised to take place.■ Young people are not forcibly subject to full searches.■ Young people's concerns and allegations that they have been harmed in some way are taken seriously. Where appropriate, allegations of abusive treatment are referred to the responsible local authority. Procedures agreed between the centre and the local authority ensure that allegations
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	<p>are robustly investigated and responded to, resulting in an effective plan that protects the young person.</p> <ul style="list-style-type: none"> ■ Young people are supported during any investigations of allegations of abuse. ■ Young people have unrestricted access to a range of independent advocacy and external referral services such as 'Childline', as well as senior managers within the secure training centre, the external line manager, the Youth Justice Board monitor and the chaplaincy. Advocates should be made available to young people for whom English is not a first language and to those with communication difficulties. ■ Young people at risk of self-harm or suicide are identified and assessed at an early stage and provided with individual and multi-disciplinary care planning and support in a manner that does not stigmatise or draw inappropriate attention to them throughout their detention. ■ Systems are in place to monitor and quality assure the safeguarding of young people.
Inadequate	<p>The judgement is likely to be inadequate if the secure training centre fails to meet the requirements for an adequate judgement and as a result young people are not safe.</p>

The behaviour of young people

8. Inspectors will evaluate the extent to which:
- young people are treated consistently and fairly: positive behaviour is promoted and unacceptable behaviour is dealt with in an objective and consistent manner
 - young people are well supported to modify behaviour that gets them into trouble or causes offence to others and impedes their or others' progress
 - good behaviour is rewarded and promoted to maintain a safe, well-ordered and constructive environment
 - governance arrangements for restraint and separation are effective
 - restraint is only used as a last resort and, if applied, is used legitimately and safely by trained staff
 - relationships between young people, staff and peers are based on mutual respect.

Outstanding	<p>The judgement is likely to be outstanding if the cumulative requirements for a good and an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ There is substantial evidence of highly effective or innovative practice that makes a significant contribution to promoting positive behaviour from young people.
Good	<p>The judgement is likely to be good if the cumulative requirements for an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ Young people's behaviour is improving and there is evidence of a reduction in inappropriate behaviour. ■ Young people are fully engaged with a consistently applied incentive and sanctions scheme that is highly individualised and motivational and leads to improved behaviour and outcomes for young people. ■ Where young people have lost rewards due to poor behaviour, they understand the decision-making process and have opportunities to restore their incentives in line with their individual needs and care plan. ■ Restraint techniques involving the use of pain are not used.
Adequate	<p>The judgement is likely to be adequate if:</p> <ul style="list-style-type: none"> ■ Young people have clear appropriate boundaries that they understand, as part of proportionate rules and routines that are fairly and consistently applied. Behaviour management is age and culture-appropriate and promotes responsible behaviour and the well-being of young people.

	<ul style="list-style-type: none"> ■ The use of force has the highest level of scrutiny, which is open and transparent and of a multi-agency nature. ■ The incentive and sanction scheme is clearly understood by staff and young people and is consistently and fairly applied. ■ The incentive scheme is integral to young people's personal and social development and offers sufficient differential between the levels to reinforce positive behaviour. The lowest level is not overly punitive. ■ Young people are only physically restrained as a last resort where there is a need to protect them or others from serious harm. ■ When young people are physically restrained it is for the minimum amount of time necessary, by trained staff, using approved techniques. ■ The use of physical restraint is proportionate to the circumstance. ■ De-escalation techniques are used to good effect by staff who are properly trained in these approaches. ■ Young people are helped to learn how to manage and take control of their own behaviour. Following an incident of restraint, and when the young person is calm, they are given an appropriately early opportunity to talk about their experience with someone impartial, where possible with an advocate, and this is fully documented. ■ Young people receive support from health staff at all planned control and restraint incidents, for example barricade incidents. Support from health staff following a spontaneous restraint is provided as soon as practicable after the event. Medical assessments of the young people involved are completed after each incident. ■ Young people are not inappropriately locked or held in their rooms or placed in their rooms as a means of punishment or solely because they are unwilling or unable to engage or participate in routines or activities. ■ Young people are only separated from their peers with the proper authorisation, safely, in line with their individual needs and for the minimum time necessary. Systems are in place to monitor and quality assure the management of young people's behaviour and these processes take account of equality and diversity issues.
<p>Inadequate</p>	<p>The judgement is likely to be inadequate if the secure training centre fails to meet the requirements for an adequate judgement and/or there are failures to comply with requirements and, as a</p>

	result, the behaviour of young people is inadequate or their welfare is not safeguarded.
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The well-being of young people

Inspectors will evaluate the extent to which:

- the physical and mental health and well-being of young people is assessed, promoted, responded to and improved during their placement at the secure training centre
- staff are aware of, and address the diverse needs of, young people in their care, including their physical, emotional, developmental and mental health needs
- young people's emotional needs and vulnerability associated with being away from their homes and families are met
- young people's views are routinely obtained, where necessary offering specialist support, and used to inform the development of improved services
- young people are treated as individuals by all staff and are expected, encouraged and enabled to take responsibility for their own actions and decisions
- young people are supported and listened to by key workers and case managers who are able to relate to them, are well-informed about their diverse needs, are able to provide the support they need and have the appropriate skills and expertise
- young people are treated equitably and fairly and diversity is recognised, valued and promoted
- young people have confidence in an effective complaints system.

Outstanding	<p>The judgement is likely to be outstanding if the cumulative requirements for a good and an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ There is substantial evidence of highly effective or innovative practice that makes a significant contribution to ensuring the achievement of excellent outcomes in the well-being of almost all young people.
Good	<p>The judgement is likely to be good if the cumulative requirements for an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ Young people's individual and diverse needs are at the heart of all activity. For example, comprehensive information is shared systematically and consistently between all parts of the secure training centre leading to demonstrable improvements in the well-being of young people.

	<ul style="list-style-type: none"> ■ The health and well-being of young people are effectively promoted during their time in the centre and this leads to improved health and well-being outcomes for young people. ■ Staff deployment reflects a gender balance and includes appropriate representation from minority ethnic groups. ■ Changes of practice and policy that lead to improvement are subject to equality impact assessment and their impact monitored to ensure that young people and their visitors are treated equitably, fairly and without discrimination. ■ Young people's emotional well-being in relation to being placed away from their home is routinely addressed and barriers removed to ensure that young people are enabled to maintain good relationships with their family or carer where it is judged appropriate to do so. ■ Young people live in a clean, decent and stimulating environment in which they are encouraged to learn to live, and contribute positively to life, within their residential unit and the secure training centre as a whole. ■ Young people are encouraged to take personal responsibility to maintain their rooms and communal areas to a high standard and they are helped by staff to develop independent living skills. ■ Young people's views are recorded and make a difference in the development of services. ■ Young people benefit from an ethos at the centre that positively contributes to and improves their self-esteem and emotional development.
<p>Adequate</p>	<p>The judgement is likely to be adequate if:</p> <ul style="list-style-type: none"> ■ Young people live in an environment where the culture promotes their engagement and well-being. ■ Young people occupy rooms and communal areas that are comfortable, clean, maintained in a good state of repair and suitably equipped to meet young people's needs. ■ Relationships between staff and young people are based on mutual respect where staff behave in a fair and consistent way, care for all young people as individuals and respond equitably to their individual and diverse needs. ■ There are effective consultation arrangements in place and young people meet with staff and managers frequently. Young people are able and encouraged to present their views and any areas of grievance or dissatisfaction directly to senior members of staff, where necessary with the support of advocates. ■ Young people are supported by key workers who maintain

	<p>frequent contact to check on the welfare of the young people they are responsible for and to discuss their progress and actively help them to access services or respond to any issues they raise.</p> <ul style="list-style-type: none">■ Young people's reviews are timely, attended by all necessary staff and informed by effective information sharing.■ The emotional, physical, developmental, substance misuse and mental health needs of young people, including those underlying problems that contribute to young people entering secure training centres, are identified and assessed on reception and throughout their stay and the methods of addressing them are outlined in full in health care and training plans.■ Young people have training plans that support the involvement of appropriate internal and external health care agencies and specialists to improve and treat the health and well-being needs of young people during detention and upon release or transfer.■ Young people are able to access good-quality health care services that meet their physical and mental health needs and lead to demonstrable improvements.■ Young people have continuity of education and social activity when receiving medical treatment according to their assessed needs.■ Young people's diversity and equality are promoted and responded to effectively and actively.■ Young people are able to practice their faith and observe religious beliefs in a respectful and safe environment.■ Incidents of discrimination in any aspect of the young person's care are identified and investigated promptly and independently and are acted upon. Data and performance information are regularly and routinely scrutinised to ensure that individuals or groups of young people are not inappropriately over or under represented.■ Young people are treated with dignity and respect and are encouraged and supported to develop independent living skills.■ Young people have access to information in multiple formats covering everything they need to know about daily routines and life in the centre.■ Young people can use the telephone every day in privacy.■ Young people who are assessed as safe to do so administer their own prescribed medication in a manner that does not
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	<p>risk medication being accessible to any other young people.</p> <ul style="list-style-type: none"> All complaints and appeals are taken seriously and dealt with fairly, promptly and confidentially. Responses are understandable, courteous and clearly address the issues raised. The complaints process is quality assured. Monitoring includes the identification of patterns and trends that are acted on appropriately and lessons arising from complaints are used effectively to improve the service.
Inadequate	<p>The judgement is likely to be inadequate if the secure training centre fails to meet the requirements for an adequate judgement and, as a result, the emotional, developmental, physical and mental health and well-being needs of young people are not met.</p>

The achievements of young people

Inspectors will evaluate the extent to which:

- young people enjoy happy, useful and productive lives and their personal development is enhanced through a range of suitable activities and interventions
- all young people are engaged in a programme of education and training that meets their individual needs
- young people benefit from assessment, education and training that is of a high standard and supports their learning and development
- young people achieve learning goals and qualifications that are sufficiently challenging, support their personal development and enable them to progress to further education, training or employment on release
- opportunities for young people to extend their knowledge, skills and understanding through leisure and enrichment activities are effective
- young people address their offending behaviour or other behaviours that cause them or others distress or harm.

Outstanding	<p>The judgement is likely to be outstanding if the cumulative requirements for a good and an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> There is substantial evidence of highly effective or innovative practice that makes a significant contribution to ensuring the achievement of young people.
Good	<p>The judgement is likely to be good if the cumulative requirements for an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> Young people make significant progress in their education and personal conduct from their arrival and throughout the

	<p>period of their time at the secure training centre.</p> <ul style="list-style-type: none"> ■ Young people benefit from a responsive curriculum and enrichment activities that reflect the changing population and consistently deliver improved achievement by young people. ■ Data on outcomes are used effectively to set demanding individualised targets that lead to improved outcomes for young people. ■ The learning and skills and work provision actively promotes equality and diversity, tackles discrimination and narrows any achievement gap. As a result, there are no significant variations in the progress and achievement of different groups of young people. ■ Young people benefit from coherent and effective multi-professional collaborative working, leading to significant improvement in outcomes for young people.
<p>Adequate</p>	<p>The judgement is likely to be adequate if:</p> <ul style="list-style-type: none"> ■ A thorough assessment of the range of needs and challenges presented by each young person commences at the point of admission and is continued and reviewed throughout their stay at the secure training centre. ■ Young people are engaged fully in an appropriate programme of education and training that meets their identified individual needs and is based on sentence planning and personal development goals. ■ Young people enjoy their learning and are supported to make progress relative to their prior attainment and potential, including improving literacy, numeracy and/or language skills. ■ Young people benefit from information, advice and guidance that promote their learning and meet their immediate and longer-term needs. ■ Young people achieve a range of suitable qualifications that support progression in education, training and/or employment. ■ Young people have access to a broad and balanced learning programme that includes education and an introduction to the world of work through vocational training and work-based learning. ■ Young people are involved in reviewing and monitoring their progress towards the achievement of agreed individual learning goals, and they are helped by constructive feedback on their progress that gives them a clear understanding of how they can improve.

	<ul style="list-style-type: none"> ■ Young people, parents or carers and other people significant to the young person are invited to contribute to their training plan and are kept informed about the young person's progress. ■ Facilities and resources meet the diverse needs of young people and provide safe and effective support for learning. Young people know how to work safely and are helped to do so. ■ Young people eligible for mobility (planned and approved time out of the secure training centre) are able to attend placements and activities that support personal development and employability opportunities. ■ Young people attend activities regularly and punctually. ■ Enrichment and recreational programmes include constructive leisure and recreational activities and the opportunity for outside activity each day. ■ Activities are based on young people's individual educational and developmental needs, abilities, aptitudes and preferences. ■ Young people participate in an exercise programme that promotes their health and development. ■ Well-attended training planning meetings and reviews take place regularly in order to check on the young people's well-being, review their progress and revise their targets. ■ Progress towards meeting assessed needs is timely, fair, consistent and reliable.
Inadequate	<p>The judgement is likely to be inadequate if the secure training centre fails to meet the requirements for an adequate judgement and, as a result, the achievement of young people is inadequate.</p>

The resettlement of young people

Inspectors will evaluate the extent to which:

- planning for a young person's release or transfer starts upon their arrival and continues throughout their time in the centre
- preparation for resettlement is outlined in training plans and progress is monitored as part of the young person's reviews
- good resettlement planning, including input from external community partners, ensures a seamless transition to the community or to another secure or open establishment
- the secure training centre takes account of evidence-based practice and what is known to reduce the likelihood of re-offending.

<p>Outstanding</p>	<p>The judgement is likely to be outstanding if the cumulative requirements for a good and an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ There is substantial evidence of highly effective or innovative practice that makes a significant contribution to excellent resettlement planning and outcomes. ■ The centre monitors the re-offending rates of its former resident young people and uses this information to establish and implement practice that is successful in securing the best outcomes for young people. ■ The centre monitors the sustainability of education, employment and training provision post-release to inform and improve practice in partnership with youth offending teams.
<p>Good</p>	<p>The judgement is likely to be good if the cumulative requirements for an adequate judgement are met or exceeded, and the following applies.</p> <ul style="list-style-type: none"> ■ Young people are well supported by the secure training centre to make a positive transition from custody back to the community or to another secure or open establishment. This support is delivered through well-established strategic links between the secure training centre and external providers of services, such as child and adolescent mental health services and substance misuse services, in the young person's home community and other specialist institutions. Young people's equality and diversity are promoted in securing these arrangements. ■ Young people are supported through engagement with their families, where such engagement is appropriate, to build secure and sustainable relationships and to become resilient

	<p>to re-offending.</p> <ul style="list-style-type: none"> ■ Where possible and appropriate, those young people in greatest need are identified and supported by a mentor during, and for an agreed period of time following, their discharge. ■ The secure training centre assesses, where possible in conjunction with the young person and youth offending team worker/social worker, how effective its resettlement provision is in supporting the young person following release. It identifies areas for development and takes effective action to address these. ■ Very few young people are not in education, employment or training on release from the centre.
<p>Adequate</p>	<p>The judgement is likely to be adequate if:</p> <ul style="list-style-type: none"> ■ Young people are aware of, and have actively participated in, developing clear resettlement plans that have been agreed and resourced by all the agencies involved with the young person. ■ Offending behaviour and citizenship programmes are in place to enable young people to address and improve their offending behaviour, or other behaviours that cause them or others distress or harm. ■ Work on resettlement begins at the point of admission and continues throughout the young person's stay. ■ Resettlement plans appropriately involve those organisations in the community who should provide and be accountable for services to the young person. ■ Young people who are serving indeterminate or long sentences are managed appropriately and given the support they need. ■ Young people are actively supported, encouraged and enabled to gain the social, educational, recreational, vocational and practical skills that will help them to cope successfully when transferred or discharged back to the community. ■ Where appropriate, young people are encouraged and helped to maintain frequent contact with their families/carers and friends. Young people are given the opportunity to maintain frequent contact through visits, letters and the telephone. ■ Mobility (planned and approved time out of the secure training centre) and temporary release on licence are used to good effect in line with individual needs and training plans to enable the young person to attain their

	<p>resettlement objectives.</p> <ul style="list-style-type: none"> ■ Young people who may present a risk to the public on their release are managed appropriately during their time in the secure training centre, during discharge planning and on release through Multi-Agency Public Protection Arrangements (MAPPA) where appropriate. ■ Discharge, resettlement plans and arrangements for transfer to another secure establishment set out the needs and expectations of the young people as well as the responsibilities of, and the services to be delivered by, relevant community agencies, especially their home youth offending teams, health services and the local authority. All plans take account of young people's diverse needs. ■ Discharge and resettlement plans ensure that young people are discharged to suitable, sustainable and safe accommodation when they leave the secure training centre. ■ Discharge and resettlement plans take into account whether a young person is a looked after child or care leaver and the support they are entitled to as a result.
Inadequate	<p>The judgement is likely to be inadequate if the secure training centre fails to meet the requirements for an adequate judgement and as a result resettlement planning is ineffective.</p>