

## Executive Summary to Inspection Report Cleveland Youth Detention Centre September quarter 2012

The inspection of Cleveland Youth Detention Centre (CYDC) required under s263(4) of the *Youth Justice Act 1992* occurred from 27–31 August 2012 and was conducted by Principal Inspectors Graham Morrison and Troy Bawden. Areas monitored in this inspection were:

- Behaviour development model for young people at CYDC, including an update on current initiatives and rewards available for young people
- Admissions and pre-court procedures
- Complaints management
- Contraband and unclothed searches.

It was found that CYDC's behaviour development model was undergoing significant revisions. Tangible moves have been made to develop a Positive Behaviour Support (PBS) model, foreshadowed since 2009. Alongside the raft of developments comprised within PBS are improvements to protective actions packages and the continual upskilling of operational staff (at the time of Inspection, eighteen staff had graduated from the recently introduced Diploma in Youth Justice course, and 133 staff (78% of whom remain working at CYDC) have now completed a Certificate IV in Youth Justice). CYDC is therefore poised to achieve during the next few years a more positive culture of staff-young person relationships, and more effective behaviour development outcomes.

The challenge for CYDC will be to ensure that the revised model remains truly focused on positive, strengths-based behaviour: staff and management widely characterised the existing model as 'negative' and unduly focused on the less desirable behaviours that young people display. However, this is the inverse of the positive reinforcement called for in all current centre and departmental documentation concerning behaviour development. It will be interesting for CYDC to consider whether a drift towards 'negativity' in practice might in fact be an inherent part of the point-scoring of young people (In previous inspections, Inspectors have been advised by staff of a tendency to think of young people as starting each day with the full five points, and then 'working backwards' in line with the number of infractions).

The Director CYDC advised that the new PBS model would be implemented by the end of 2012 across the whole of the centre at once. He expected that this model would be a major driver of changes to the staffing culture in subsequent years. The centre-devised model is expected to align with major revisions to the Youth Detention Centre Manual, with the chapter concerning Care and Management of Young People currently projected to be completed by the end of 2012.

The Director expected the following outcomes from implementing a PBS approach:

- reductions in incidents through more individualised plans for young people that proactively address behavioural issues
- more positive interactions between staff and young people as a result of staff changing their focus to the positive behaviours and strengths displayed by young people.

These developments are also expected to address recommendations from some previous inspection reports. Only one recommendation is made in this report for behaviour development due to the significant cultural changes pending from the PBS model and associated initiatives. One recommendation has been made for the area of admissions to improve risk treatment and accountability in relation to behavioural observations of young people shortly after they are admitted, and one recommendation was made in relation to the recording of unclothed searches.