

Response by Youth Justice to the BYDC & CYDC Inspection Report, March 2019

Youth Justice welcomes the March 2019 quarterly Youth Detention Inspectorate report for the Brisbane Youth Detention Centre (BYDC) and Cleveland Youth Detention Centre (CYDC).

Rigorous and transparent oversight is essential to ensuring young people in detention are managed appropriately, safely and securely in accordance with the *Youth Justice Act 1992* and the *Youth Justice Regulation 2016*. Youth Detention Inspectorate recommendations also provide critical insights and evidence-based advice to ensure youth detention services evolve with contemporary best practice.

The focus areas under inspection in this quarter were personal protective equipment, use of force, incident reporting and CCTV review and retention. Youth Justice accepts all 8 recommendations which have been made in the report. Some recommendations are already underway with existing work and immediate steps have been taken to implement all recommendations.

These actions include:

- Review of the Protective Actions Continuum (PAC) including the associated training package, with an aim to ensure practice is trauma-informed and that associated training is contemporary, of adequate length and allows participants to integrate their knowledge
- Assessment of training and development needs for staff in line with the creation of the new stand-alone Department of Youth Justice
- Improved behaviour development processes, including the implementation of a new rewards and incentives scheme and a trauma-informed 'Behaviour Support Plan' to better assist staff to manage complex and challenging behaviours as well as to support young people in an individualised way
- Operationalisation of the Milliwave body scanner at BYDC and supporting processes to reduce the necessity of partially clothed searches

Youth Justice Services is also actively working on the implementation of the recommendations arising from the Independent Review of Youth Detention Centres in Queensland. These reforms support and complement the practice improvements recommended by the Youth Detention Inspectorate.

The Youth Detention Inspectorate is thanked for their important work to improve the youth justice system. Also acknowledged are the efforts of youth justice staff around Queensland who are helping to build a better youth justice system and improve the lives of young people through the development of the Youth Justice Strategy.



Also acknowledged are all youth detention staff who work in these challenging environments on a daily basis and thank them for their commitment to improving the lives of young people and ensuring the safety of youth detention centres.

Darren Hegarty
Acting Deputy Director-General
Department of Youth Justice

<p>Recommendation 1</p> <p>It is recommended that Youth Justice Services reviews policy and procedures to provide clarity and confidence in the reasonable minimum use of PPE to efficiently resolve incidents and ensure the safety of persons and property.</p>	<p>Accepted/Not Accepted</p> <p>Accepted</p>
<p>Recommendation 2</p> <p>It is recommended that following the reviews of PPE policy and procedures, Youth Justice Services considers developing new intermediate training for staff, particularly those likely to be incident controllers, with a focus on strategic use of the equipment relevant to various possible scenarios, to be delivered on a regular basis at both centres.</p>	<p>Accepted/Not Accepted</p> <p>Accepted</p>
<p>Recommendation 3</p> <p>It is recommended that Youth Justice Services considers delivering Protective Actions Continuum (PAC) training using an assessment of competency to inform the frequency and individualised content of PAC refresher training. The assessment may include, for example:</p> <ul style="list-style-type: none"> • Self-assessment; • Supervisor assessment (including incident review using CCTV showing the staff member using PAC); • One-on-one trainer assessment in which the staff member demonstrates selected PAC techniques; • Online assessment of theoretical knowledge; and • Data analysis: time employed, number of incidents using PAC and without using PAC, appropriate use of PAC, training undertaken. 	<p>Accepted/Not Accepted</p> <p>Accepted</p>
<p>Recommendation 4</p> <p>The Inspectorate recommends that Youth Justice Services consider alternatives to lockdowns and restrictions on outside physical activity in response to incidents, for example, regularly rotating staff across sections every two hours to ensure each section is fully staffed on a regular rotational basis i.e. two hours inside followed by two hours of outside activity for two to three rotations or more if possible.</p>	<p>Accepted/Not Accepted</p> <p>Accepted</p>

<p>Recommendation 5</p> <p>It is recommended that Youth Justice Services establish a 'Security Alert' process, whereby, alerts and learnings following incidents are shared between both detention centres and communicated with all staff, to promote awareness and the implementation of consistent security improvements across both centres. Methods of communication could include, for example, text messaging.</p>	<p>Accepted/Not Accepted</p> <p>Accepted</p>
<p>Recommendation 6</p> <p>It is recommended that detention centre management implement increased compliance monitoring to enhance discipline and adherence to operational security processes.</p>	<p>Accepted/Not Accepted</p> <p>Accepted</p>
<p>Recommendation 7</p> <p>It is recommended that Youth Justice Services in consultation with relevant government departments develops multi-agency strategies to respond to the needs of young people with high risk behaviours related to issues including but, not limited to mental health issues, young people experiencing disability and substance misuse. This may include, for example:</p> <ul style="list-style-type: none"> • contracting the services of appropriately trained staff to work at a detention centre (when required) with young people with extreme psychological/behavioural needs; • providing specific training in mental illness, disabilities and/or drug and alcohol related behavioural issues for staff being rostered to work with young people with these diagnoses; and • accommodating young people with specialised needs differently from the general youth detention population, with access to education and/or programs separate from other young people. 	<p>Accepted/Not Accepted</p> <p>Accepted</p>
<p>Recommendation 8</p> <p>It is recommended that Youth Justice Services investigates the potential difference in the application of policy between both detention centres in relation to partially-clothed searching of young people and implement less invasive search methods including:</p> <ul style="list-style-type: none"> • utilising the Milliwave Scanner or similar technology; and/or • allowing young people to wear a gown when required to remove clothing for a search to ensure effective techniques can be performed without staff having to view the exposed anatomy of young people. 	<p>Accepted/Not Accepted</p> <p>Accepted</p>