

Response by the Department of Children, Youth Justice and Multicultural Affairs to the Brisbane Youth Detention Centre and Brisbane Youth Detention Centre Inspection Report, December 2020

The Department of Children, Youth Justice and Multicultural Affairs welcomes the December 2020 quarterly Youth Detention Inspectorate update 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 provide critical insights and evidence-based advice to ensure youth detention services evolve with contemporary best practice.

The focus of this end-of-year inspection was a progress review of open recommendations from previous inspection reports.

The department welcomes and accepts the December 2020 report, noting a significant number of the recommendations under examination were able to be closed due to actions completed or underway in the department.

Despite the many challenges of 2020, including direct COVID-19 impacts on youth detention staff, quarantine processes impacting young people's detainment and post-election machinery-of-government changes, work to address each of the recommendations is well-progressed and aligns well with the inquiries and findings of this inspection report.

Sincere appreciation is extended to the Youth Detention Inspectorate for their important work to improve the youth justice system. Also acknowledged are the youth detention staff who work in these challenging environments on a daily basis and their tireless commitment to improving the lives of young people and ensuring the safety of youth detention centres.

Michael Drane
Senior Executive Director
Youth Detention Operations and Reform
Department of Children, Youth Justice and Multicultural Affairs

BYDC Recommendations

June 2018 Recommendations (BYDC)	
June 18 - Rec 2 (Suicide Risk Training)	Status
The Inspectorate recommends that BYDC: <ul style="list-style-type: none"> immediately direct staff to complete Suicide Response training as a priority, and provide assurances there are sufficient staff currently trained in suicide response to adequately cover every accommodation unit, particularly during night shift. 	Closed
June 18 - Rec 4 (Separations Data)	Status
It is recommended Youth Justice Services(YJS) builds on the extensive dataset commissioned for this report to ensure that, beyond the current broad view of separation in monthly incident data, the individual experience of locked-door separation is captured in readily-accessible data and put at the forefront of future performance reporting in an effort to reduce separations.	Closed
September 2018 Recommendations (BYDC)	
September 18 - Rec 2 (VET and Job Readiness)	Status
The Inspectorate recommends that YJS increase Vocational Education and Training (VET) availability and participation by investigating value for money options to engage young people in VET courses and job readiness training while on centre and through transition, with incentives for retaining young people in courses through to completion. Other options to investigate include providing adequate supervision arrangements to allow young people to attend TAFE on campus.	Closed
September 18 - Rec 7 (Criminogenic Programs)	Status
It is recommended that YJS and the detention centres make available a suite of criminogenic programs, regardless of remand/sentenced status, to prevent a cycle of recidivism.	Closed Superseded by New Rec (Dec 2020)
September 18 - Rec 9 (Incident Reports)	Status
It is recommended YJS develop a standardised incident report template to prompt more detailed information.	Closed
September 18 - Rec 10 (Incident Review) – Superseded (September 2020)	Status
It is recommended YJS and BYDC find efficiencies in the current workflow process for incidents and ensure Shift Supervisors are up skilled to ensure they can review incidents prior to progressing to the Unit Manager for review.	Closed Superseded by New Rec (Sep 2020)

March 2019 Recommendations (BYDC)

March 2019 Recommendations (BYDC)	
March 19 - Rec 1 (PPE Use)	Status
It is recommended YJS reviews policy and procedures to provide clarity and confidence in the reasonable minimum use of personal protection equipment (PPE) to efficiently resolve incidents and ensure the safety of persons and property.	Closed
March 19 - Rec 2 (PPE Training)	Status
It is recommended that following the reviews of PPE policy and procedures, YJS 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.	Closed
March 19 - Rec 3 (PAC Training Frequency)	Status
It is recommended YJS considers delivering Protective Actions Continuum (PAC) training using an assessment of competency to inform the frequency and individualised content of PAC refresher training.	Closed
March 19 - Rec 5 (Security Alerts)	Status
It is recommended YJS 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.	Closed
March 19 - Rec 6 (Compliance with Operational Security Processes)	Status
It is recommended detention centre management implement increased compliance monitoring to enhance discipline and adherence to operational security processes.	Closed Superseded by New Rec (Sep 2020)
March 19 - Rec 7 (Management of High-Risk Behaviour)	Status
It is recommended YJS 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.	Closed Superseded by New Rec (Jun 2020)
June 2019 Recommendations (BYDC)	
June 19 - Rec 1 (Coordinated Programs and Services)	
The Inspectorate recommends Youth Detention and Operations (YDO) develops Terms of Reference and commences discussions with all agencies operating within the youth detention centres, to improve the coordination of programs and services in youth detention.	Closed

June 19 - Rec 2 (Coordinated Reintegration Planning) – Superseded (March 2020)	
The Inspectorate recommends YDO revises policies and procedures related to reintegration, to increase access to targeted, multi-agency reintegration plans that focus on the range of supports available to young people after release.	Closed Superseded by New Rec (Mar 2020)
June 19 - Rec 3 (Reintegration Planning for Remandees)	
It is recommended both centres develop reintegration plans for suitable young people on long-term remand, using a common risk assessment tool to assess the appropriateness of reintegration Leave of Absences (LOA) and other reintegration activities as part of these plans.	Open
June 19 - Rec 4 (Reintegration and LOA Staffing)	
It is recommended any negotiations undertaken in the future to manage the variable demand within detention centres should consider the opportunity for additional staff for reintegration planning and reintegration LOA escorts to be funded across both centres.	Closed
June 19 - Rec 5 (Support Post Release)	
It is recommended the detention centres develop a process for staff who are assessed as having a beneficial, supportive relationship with young people to continue to see young people in the community on a case-by-case basis, with management approval and in coordination with the relevant community office.	Closed
September 2019 Recommendations (BYDC)	
September 19 - Rec 1 (Admissions Rooms Records)	
The Inspectorate recommends the centres record more consistently the approving officer and rationale for use of admissions holding rooms for one or more nights in the detention centre operational information system (DCOIS), to enable reporting of this information.	Closed
September 19 - Rec 2 (Admissions - Wellbeing Intake)	
It is recommended the centres implement a shortened process 'wellbeing intake' to be performed by caseworkers when a young person has been re-admitted to the same centre within a two-week period.	Closed
September 19 - Rec 3 (Search Practice Review)	
The Inspectorate recommends the centres review searching practices based on the effectiveness of current search methods as shown in the data.	Open

September 19 - Rec 4 (Contraband Records)	
It is recommended the centres implement consistent methods of recording restricted, prohibited and illegal items located on centre to increase the reliability of available data.	Closed
March 2020 Recommendations (BYDC)	
March 20 - Rec 1 (Education and Training Opportunities)	
The Inspectorate recommends the Department of Children, Youth Justice and Multicultural Affairs work with all relevant stakeholders to conduct an analysis of the current education and training opportunities available to youth detention centres with a particular focus on transition from detention and provide a gap analysis to the Inspectorate by 30 September 2020.	Closed
March 20 - Rec 2 (Communication and Multi-agency Information Sharing - Transition/Education Planning)	
It is recommended increased communication occur between multi-agency stakeholders involved in transitional planning to ensure all elements, particularly educational content of Transition/Reintegration plans are communicated effectively, and where appropriate, uploaded onto the relevant departmental client information sharing system (e.g. ICMS, iDocs, Unify).	Open
March 20 - Rec 3 (Restorative Practice – Central Oversight and Implementation)	
It is recommended increased communication occur between multi-agency stakeholders involved in transitional planning to ensure all elements, particularly educational content of Transition/Reintegration plans are communicated effectively, and where appropriate, uploaded onto the relevant departmental client information sharing system (e.g. ICMS, iDocs, Unify).	Open
March 20 - Rec 4 (Restorative Practice and Trauma Informed Practice Training Prioritisation)	
It is recommended Restorative Practice and Trauma Informed Practice training is prioritised to ensure all staff, including executive and management at BYDC and CYDC attend the two-day Restorative Practice General Training at a minimum, and Trauma Informed Practice training when available..	Open

June 2020 Recommendations (BYDC)

June 20 - Rec 1 (Inter-Departmental Collaboration – Mental Health and Disabilities Services)	
It is recommended continued discussions occur with the relevant agencies (the department, Queensland Health, NDIA, Department of Education) to continue to develop an integrated and coordinated partnership approach to addressing health and developmental needs (specifically in the context of neurodevelopmental impairment/disability) of young people within the youth justice system, particularly high risk young people and resolving current barriers in service provision.	Open
June 20 - Rec 2 (Case Planning - Cross Agency Information Sharing)	
It is recommended YDO conduct a review of interagency and external communication methods and procedures and implement necessary changes to improve communication across agencies to ensure all relevant information can be considered in intervention and case planning for young people.	Open
June 20 - Rec 3 (Workforce Capability – Managing Complex Behaviours)	
It is recommended YDO engage with and address the full results of the University of Queensland survey once finalised, and explore training and professional development opportunities for all operational and professional staff to increase workforce capability and confidence in managing behaviours associated with neurodevelopmental and other cognitive impairments.	Open

CYDC Recommendations

June 2018 Recommendations (CYDC)	
June 18 - Rec 3 (Separations Data)	Status
It is recommended YJS build on the extensive dataset commissioned for this report to ensure that, beyond the current broad view of separation in monthly incident data, the individual experience of locked-door separation is captured in readily-accessible data and put at the forefront of future performance reporting in an effort to reduce separations.	Closed
September 2018 Recommendations (CYDC)	
September 18 - Rec 3 (VET and Job Readiness)	Status
The Inspectorate recommends YJS increase VET availability and participation by investigating value for money options to engage young people in VET courses and job readiness training while on centre and through transition, with incentives for retaining young people in courses through to completion. Other options to investigate include providing adequate supervision arrangements to allow young people to attend TAFE on campus.	Closed
September 18 - Rec 4 (Criminogenic Programs)	Status
It is recommended YJS and the detention centres make available a suite of criminogenic programs, regardless of remand/sentenced status, to prevent a cycle of recidivism.	Closed Superseded by New Rec (Dec 2020)
September 18 - Rec 5 (Program and Education Attendance)	Status
The Inspectorate recommends YJS and CYDC devise a clear and transparent way to record program attendance in line with intended improvements to education attendance recording, and which permits individual and group data analysis of delivery and outcomes.	Open
March 2019 Recommendations (CYDC)	
March 19 - Rec 1 (PPE Use)	Status
It is recommended YJS 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.	Closed
March 19 - Rec 2 (PPE Training)	Status
It is recommended that following the reviews of PPE policy and procedures, YJS 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.	Closed

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June 19 - Rec 4 (Reintegration and LOA Staffing)	
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June 19 - Rec 5 (Support Post Release)	
It is recommended the detention centres develop a process for staff who are assessed as having a beneficial, supportive relationship with young people to continue to see young people in the community on a case-by-case basis, with management approval and in coordination with the relevant community office.	Closed
June 19 - Rec 6 (CYDC Employment Resources)	
It is recommended CYDC increases the focus on building employment resources, networking with employers and linking young people to jobs before release.	Closed
September 2019 Recommendations (CYDC)	
September 19 - Rec 1 (Admissions - Wellbeing Intake)	
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It is recommended YDO engage with and address the full results of the UQ survey once finalised, and explore training and professional development opportunities for all operational and professional staff to increase workforce capability and confidence in managing behaviours associated with neurodevelopmental and other cognitive impairments.

Open