

Response by Youth Justice to the WMYDC, BYDC and CYDC Inspection Report, December 2022

On behalf of the Department of Youth Justice, Employment, Small Business and Training, we welcome the Youth Detention Inspectorate's (YDI) December 2022 inspection report for the Brisbane Youth Detention Centre (BYDC), the Cleveland Youth Detention Centre (CYDC) and the West Moreton Youth Detention Centre (WMYDC).

The focus of this end-of year inspection was a review of open recommendations from previous inspection reports. We acknowledge and accept the December 2022 report, noting that at the commencement of the inspection there were 29 open recommendations relating to safety and security of centres, education, programs and reintegration, workforce capability and development, collaboration, and information sharing. Of this total, eight recommendations were joint and relevant to BYDC and CYDC, and 21 were relevant to all three centres. A total of 12 recommendations will be closed with three being superseded by more contemporary recommendations or adapted to acknowledge progress and reflect current system improvement needs.

As has been noted in previous responses to Inspectorate report, rigorous and transparent oversight of youth detention centres 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. The findings and recommendations from the YDI provide important and independent insights that assist youth detention services to continue to evolve with contemporary best practice.

Sincere appreciation is extended to the YDI for their important work to help improve the youth justice system. I also acknowledge the youth detention staff who work every day in challenging environments and their commitment to improving the lives of young people and ensuring the safety of youth detention centres.

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CLOSED RECOMMENDATIONS FOLLOWING INSPECTION

Recommendation 1 – June 2019 (BYDC and CYDC)	Status
<p>It is recommended that 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 (LOAs) and other reintegration activities as part of these plans.</p>	Closed
Recommendation 2 – March 2020 (BYDC and CYDC)	
<p>It is recommended that 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. Additional initiatives to further embed Restorative Practice and Trauma Informed Practice as a way of working may include:</p> <ul style="list-style-type: none"> • Identifying suitable staff to attend the two-week Restorative Justice Accreditation Training (adapted for detention centres) and mentoring phase to become skilled in facilitation of formal Restorative Practice meetings within a detention centre. • Designated 'out of ratio' staff members (e.g. Section Supervisors) who are trained in facilitating Restorative Practice meetings who can embed Restorative Practice techniques as daily routine in each unit and run Restorative Practice meetings. • Cultural Liaison Officers and staff assigned to suitable duties, where appropriate, are trained in the facilitation of formal Restorative Practice meetings. 	Closed
Recommendation 3 – June 2020 (BYDC and CYDC)	
<p>It is recommended that continued discussions occur with the relevant agencies (Youth Justice, Queensland Health, NDIA, Department of Education and Department of Child Safety) 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.</p> <p>It is further recommended that Youth Detention Operations explore opportunities to improve communication and continue to build on and develop relationships across agencies to enhance the provision of paediatric services and comprehensive neurodevelopmental assessments.</p>	Closed

Recommendation 4 – June 2020 (BYDC and CYDC)	
It is recommended that Youth Detention and Operations 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.	Closed
Recommendation 5 – March 2021 (BYDC and CYDC)	
<p>a) Where possible, immediate actions are put in place to address the gaps in identifying and recording suicide events, suicide observations and training currency due to the critical consequences that may result</p> <p>b) A review of the current policy in relation to suicide and self-harm risk prevention to ensure information is contemporary, in line with current evidence and feedback from partner agencies involved in the suicide prevention process within the detention centres has been considered.</p>	<p>Part A – Closed</p> <p>Part B – Superseded with new recommendation</p>
Recommendation 6 – March 2021 (BYDC and CYDC)	
<p>a) Planned Incident Controller training developed in consultation with QPS includes content regarding the efficient use of staff and equipment to minimise the duration and severity of incidents.</p> <p>b) Incident review, in addition to focusing on causes and preventative and measures leading up to an incident, also focuses on the management throughout the entirety of the incident to identify opportunities to efficiently manage incidents to minimise impacts on centre operations, young people and staff safety.</p>	<p>Part A – Open</p> <p>Part B – Closed</p>
Recommendation 7 – October 2021 (BYDC, CYDC and WMYDC)	
A review of resourcing, roles and responsibilities required to monitor and respond to security alerts, incident management and review processes.	Closed
Recommendation 8 – October 2021 (BYDC, CYDC and WMYDC)	
A clear alert prioritisation policy is developed and implemented to identify, address, and respond to security risks captured by Closed Circuit Television (CCTV) and other on-centre alarms (e.g., doors left opened).	Closed – superseded with new recommendation
Recommendation 9 – October 2021 (BYDC, CYDC and WMYDC)	

The Suicide Prevention Toolkit developed by the Court and Regional Operations Practice Support team (CROPS) and the suicide risk procedures associated with it, be reviewed, and extended to include YDCs.	Closed – superseded with new recommendation
Recommendation 10 – October 2021 (BYDC, CYDC and WMYDC)	
The Suicide Prevention Toolkit developed by the Court and Regional Operations Practice Support team (CROPS) and the suicide risk procedures associated with it, be reviewed, and extended to include YDCs.	Closed
Recommendation 11 – October 2021 (BYDC, CYDC and WMYDC)	
Identify opportunities for the Cultural Capability and People and Culture Teams within Central Office to support YDC Cultural Units and CLOs, with a more sustainable, whole of team approach.	Closed
Recommendation 12 – March 2022 (BYDC, CYDC and WMYDC)	
Review of the existing incident report training package provided to staff to improve the quality of reporting, increase accountability, and ensure consistency of practice across all detention centres.	Closed

RECOMMENDATIONS TO REMAIN OPEN FOLLOWING INSPECTION	
Recommendation 1 - March 2020 (BYDC, CYDC and WMYDC)	Status
It is recommended that centralised oversight is established to enable strategic direction and formalisation of processes and monitoring to ensure outcomes are achieved, integrity and best practice is maintained, and Restorative Practice is fully implemented within the detention centres.	Open
Recommendation 2 – March 2021 (BYDC, CYDC and WMYDC)	
Stand-alone modules be created for induction training for the centre specific Positive Behaviour Support models to enhance the practical training already in place to ensure consistency of practical application by Youth Workers.	Open
Recommendation 3 – March 2021 (BYDC, CYDC and WMYDC)	
Planned Incident Controller training developed in consultation with QPS includes content regarding the efficient use of staff and equipment to minimise the duration and severity of incidents.	Open
Recommendation 4 – October 2021 (BYDC, CYDC and WMYDC)	
a) Implementation of an updated Intelligence Framework which is contemporary and fit for purpose.	Open
b) Development of an information sharing agreement and protocols aligned with the priorities of the Youth Justice Taskforce to enable more streamlined sharing of information, comprehensive risk assessments, and	

more proactive intelligence monitoring to improve operational and strategic intelligence capabilities.	
Recommendation 5 – October 2021 (BYDC, CYDC and WMYDC)	
The formal Section Supervisor training package is reviewed and delivered to all permanent and acting Section Supervisors to support staff development and promote accountability and leadership in these positions.	Open
Recommendation 6 – October 2021 (BYDC, CYDC and WMYDC)	
Clear strategies are implemented to increase the completion rates of mandatory training as per operational policy.	Open
Recommendation 7 – October 2021 (BYDC, CYDC and WMYDC)	
Cultural considerations are embedded in all decision-making processes from the time a young person is admitted to YDCs.	Open
Recommendation 8 – October 2021 (BYDC, CYDC and WMYDC)	
Development of all clear guidelines to determine frequency and completion of Aboriginal and Torres Strait Islander cultural capability training and in consultation with YDC cultural units, CLOs and central Cultural Capability Team.	Open
Recommendation 9 – October 2021 (BYDC, CYDC and WMYDC)	
A cross-cultural training package to be developed which reflects demographics of the YDCs including access to expertise from other cultural backgrounds.	Open
Recommendation 10 – December 2021 (BYDC, CYDC and WMYDC)	
DCYJMA update the case management procedure to outline what information should be formally recorded, in what information system it should be stored, and recommended timeframes for information to be documented.	Open
Recommendation 11 – December 2021 (BYDC, CYDC and WMYDC)	
It is recommended the Client Services leadership teams of each centre review how their casework teams are applying the single case management framework to ensure identified risk and needs align with interventions to address offending behaviour. This includes completion of comprehensive and accurate assessment and detailed progress reports and case review documents to clearly demonstrate how criminogenic needs are being addressed and risk of re-offending reduced.	Open
Recommendation 12 – December 2021 (BYDC, CYDC and WMYDC)	

It is recommended the role profile of the YDC caseworker is reviewed to identify whether it is contemporary and fit for purpose to support the aims and objectives of the organisation and YDC environment.	Open
Recommendation 13 – March 2022 (BYDC, CYDC and WMYDC)	
The reporting of harm policy is updated to support practice changes with a particular focus on: <ul style="list-style-type: none"> • Ensuring parents/guardians are informed of harm and records are maintained evidencing all communication and engagement • All potential impact of cultural harm when completing harm assessments • Developing suitable implementation processes e.g., template, training, communication, to ensure cumulative harm is being considered and captured, and to create congruency in policy application across the centres. 	Open
Recommendation 14 – March 2022 (BYDC, CYDC and WMYDC)	
To complement and inform YDRAGs activities a project is undertaken to capture information from YDC staff who resigned in the last six months and continue for an additional six months (12 months of data in total) to understand more about departure and retention issues, to inform future recruitment, retention and professional development strategies.	Open
Recommendation 15 – March 2022 (BYDC, CYDC and WMYDC)	
To maximise the opportunity the Unify system provides, it is recommended there is a review of the components of DCOIS to determine what information should be incorporated into Unify.	Open
Recommendation 16 – March 2022 (BYDC, CYDC and WMYDC)	
Family members or significant others, including relevant community organisations, are engaged in young people's transition/reintegration planning, and where this has been unable to occur, the reasons why are clearly recorded in ICMS.	Open
Recommendation 17 – March 2022 (BYDC, CYDC and WMYDC)	
YDCs explore options to address the increase and impact of sexualised incidents and consider the development of a behaviour management strategy specific to these incident types.	Open
Recommendation 18 – June 2022 (BYDC, CYDC and WMYDC)	
It is recommended the option to make informant details confidential in DCOIS intel reports be explored.	Open

NEW RECOMMENDATIONS	
Recommendation 1 – December 2022 (BYDC, CYDC and WMYDC)	Status
<p>Part A: DCYJMA update the “Use of Separation in Response to an Incident” operational policy to provide clearer guidance and instruction as to how and when separations are to be recorded in DCOIS.</p> <p>Part B: Analyses into whether DCOS can be enhanced to support improved record keeping in relation to separations.</p>	Open
Recommendation 2 – December 2022 (BYDC, CYDC and WMYDC)	
<p>A thorough review of the suicide and self-harm risk management policy is undertaken in collaboration with the YDCs with a focus on:</p> <ul style="list-style-type: none"> • Feedback from partner agencies, including QHealth • Inclusion of contemporary, evidence-based models • A review of and inclusion of inter-jurisdictional practices where appropriate • The development and implementation of practice resources to support in the assessment and management of suicide risk across occupational groups • Definitions of the behaviours displayed by young people to justify risk recommendations. 	Open
Recommendation 3 – December 2022 (BYDC, CYDC and WMYDC)	
<p>It is recommended that each YDC formalise a training or procedure manual relevant to their centre that relates to role of the base control operator to ensure consistency of practice.</p>	Open