

Revised Sheffield Youth Justice Service -Position, Mission, Vision and Value Statements – Developed in monthly Racial Awareness meeting December 2020 and to be included in new YJ Plan 2021-23

Sheffield Youth Justice Service Position Statement

Sheffield Youth Justice Service values all individuals and embraces all forms of diversity and differences.

Sheffield Youth Justice Service is committed to

- Racial Equity
- Social Justice
- Inclusiveness
- Valuing Diversity
- Racial Representation
- Equitable Systems and Processes
- Addressing Disparities
- Authentic Engagement

Vision

To publicly affirm our identity as an anti-racist service.

To uphold social justice by challenging racism in the actions of individuals, in services and in society.

To be an inclusive, innovative and supportive service that is successful in the work we do with young people and their families through skilled, value driven, knowledgeable, inspirational staff who are effective and accountable. For the young people we work with to feel safe, motivated and hopeful for their future by providing equitable opportunities and outcomes for all.

Mission

Sheffield Youth Justice Service's commitment to being anti-racist service will be reflected in the fabric and culture of the service through our policies, assessments, interventions, responses, and practice.

Sheffield Youth Justice Service will continue to challenge our own values and take responsibility for our own learning and development to understand and correct inequalities we may discover and to gain a better understanding of ourselves during this process.

Sheffield Youth Justice Service will provide safe spaces and networking opportunities to ensure that all groups have a safe environment to express their voice, share their experiences and engage and connect with people with similar characteristics or lived experiences.

Working in partnership, Sheffield Youth Justice Service will deliver a high-quality service that safeguards young people and reduces and prevents offending by children and young people, thereby protecting the public.

The service will provide systems that ensures racial justice and fair treatment of people from all races.

The service aims to reduce the number of young people entering, or re-entering, the criminal justice system and ensure that those few who require custody are successfully rehabilitated into their community. This will be achieved through reducing systemic and institutional inequities and effective inclusive interventions that promote desistance.

The service will remember the experience of victims of youth crime and will use its power to protect victims by promoting appropriate and effective interventions and sentencing.

Values

Sheffield Youth Justice Service underpinning values are to:

- Provide a quality service which is effective, efficient and value for money
- Ensure that interventions and services are provided at the earliest opportunity and at the least possible tier
- Regard the safety of the public as a priority
- Provide a fair and equitable service to young people, families, victims and the wider public
- Treat young people who offend with respect and dignity
- Respect diversity in terms of race, gender, disability, age and sexual orientation
- Promote the rights of victims and the rights and responsibilities of children, young people and their families
- Work in partnership to meet assessed need and avoid duplication
- Value the diversity of staff as the service's most important resource.