



Annual Report of the Committee Appointed to Monitor the Effectiveness of the Diversion Programme 2021

*A copy of this report is available on the Garda website www.garda.ie and on
the Irish Youth Justice Service website www.iyjs.ie*

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Glossary of Terms

BPDT	Best Practice Development Team	IMS	Investigation Management System
BPI	Best Practice Initiative	JLO	Juvenile Liaison Officer
CBOR	Community Based Organisation Representative	KPI	Key Performance Indicator
CIC	Children in Care	PAF	Performance Accountability Framework
CMI	Case Management Inventory	PULSE	Police Using Leading Systems Effectively
DMR	Dublin Metropolitan Region	REPPP	Research Evidence into Policy Programmes and Practice Project
FPN	Fixed Penalty Notice	UTCO	Unsuitable This Case Only
GISC	Garda Information Services Centre	YJOG	Youth Justice Oversight Group
GYDB	Garda Youth Diversion Bureau	YJW	Youth Justice Worker
YDP	Youth Diversion Projects	YLS	Youth Level Service

Caution

A caution is defined in S.25 1(a) in Part 4 of the Children Act, 2001:

“Formal caution” means a caution to be administered to a child where —

(a) no previous caution has been administered, or

(b) one or more than one informal or formal caution has been previously administered,

and the Director considers that the child's criminal behaviour was of such a nature that it could not be adequately dealt with by way of informal caution;

“Informal caution” means a caution to be administered to a child where —

(a) no previous caution has been administered, or

(b) one or more than one informal caution has been previously administered,

and the Director considers that the child's criminal behaviour was not sufficiently serious to warrant a formal caution.’



S. 29 Conference

A S.29 Conference is defined in S.29 in Part 4 of the Children Act, 2001:

'A "conference", in relation to a child, means a meeting held pursuant to this Part of persons concerned with the child's welfare, and such a conference shall have the following functions:

(a) to bring together the child in respect of whom the conference is being held, his or her parents or guardian, such other family members, relatives and other persons as appropriate and the facilitator with a view to—

(i) establishing why the child became involved in the behaviour that gave rise to his or her admission to the Programme,

(ii) discussing how the parents or guardian, family members, relatives or any other person could help to prevent the child from becoming involved in further such behaviour, and

(iii) where appropriate, reviewing the child's behaviour since his or her admission to the Programme;'



Message from the Chairperson

Dear Commissioner,

It is my pleasure, as Chairperson of the Monitoring Committee appointed under Section 44 (1) of the Children Act, 2001, to present the Annual Report for 2021. In my second year in this role, I have been given the opportunity to engage with the Section 44 Committee, the Garda Youth Diversion Bureau and external stakeholders in working together to monitor and enhance the effectiveness of the Programme.

The Diversion Programme plays an important role in protecting our youth. Supported by a restorative justice framework, the Diversion Programme provides a vital strategic asset to An Garda Síochána. This approach provides a unique opportunity to An Garda Síochána to engage with young people, and provide guidance and support to them in addressing their behaviour and making positive choices. In my role as Chairperson, I wish to highlight the excellent work being carried out by all those involved in the operation of the Diversion Programme on a daily basis.

The Monitoring Committee provides support to the Diversion Programme by identifying areas for improvement, making recommendations and monitoring implementation of those recommendations to foster the Programme's effectiveness in diverting children and young people from crime. The Annual Report highlights the developments that occurred during the year, identifies current challenges to the Programme and provides statistics regarding the functioning of the Programme in 2021. Having monitored the effectiveness of the Diversion Programme through our engagement with the GYDB, a number of recommendations have been identified for delivery in 2022.

I wish to extend my appreciation to Chief Superintendent Quinn, Superintendent Finucane and the entire staff of the GYDB, and to each JLO for their continued commitment to the Youth Diversion Programme. I would also like to extend my gratitude to the Garda Síochána Analysis Service for the provision of the Diversion Programme statistics for 2021. I wish also to extend my appreciation to the staff of the YDPs and the community based organisations responsible for the delivery of the YDPs, for their dedication and commitment as displayed in their daily work. I wish to sincerely thank the members of the Section 44 Monitoring Committee for their support and positive contribution to the said Committee; Dr. Sean Redmond, Chief Superintendent Quinn and Dr. Salome Mbugua – it was a pleasure to work with such fine advocates.

Paula Hilman - Assistant Commissioner

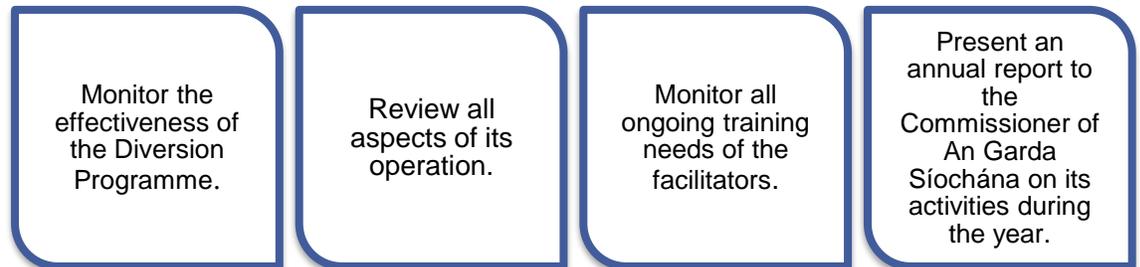
Chair of the Monitoring Committee



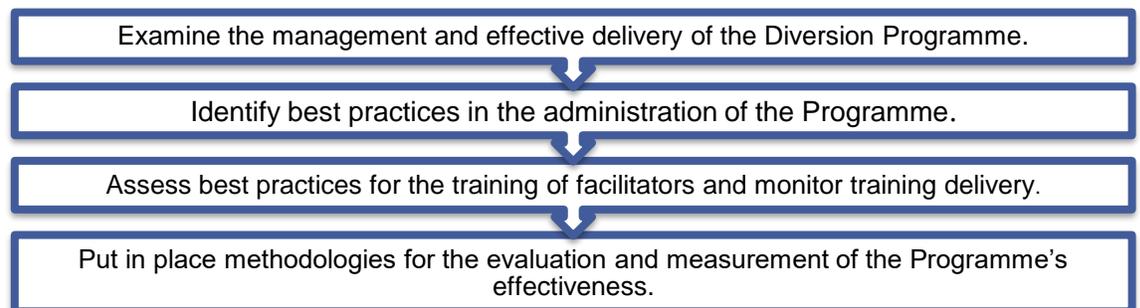
Overview of the Committee

Section 44 of the Children Act, 2001 provides that a committee is appointed to monitor the effectiveness of the Diversion Programme.

The terms of reference of the committee are to:



The tasks of the Committee are to:



The current members of the Committee are:

Assistant Commissioner Paula Hilman is responsible for Roads Policing and Community Engagement within An Garda Síochána. This includes strategic oversight of the GYDB. Assistant Commissioner Hilman was appointed Chairperson of the Monitoring Committee in 2020.

Dr Salome Mbugua is commissioner member with the Irish Human Rights and Equality Commission. She has over 20 years' experience of working with under-represented groups in particular women, children, and young people, in Europe, Africa and internationally. Dr Mbugua is the founder of AkiDwA.

Dr Sean Redmond is Adjunct Professor of Youth Justice in the School of Law at the University of Limerick. He is a civil servant employed by the Department of Justice, seconded to the university.

Chief Superintendent Colette Quinn has responsibility for the GYDB, which includes the portfolios of the YDP Office and the Garda Age Card, and took up her role in January 2018. She previously served as the Director of the Diversion Programme from 2007 to 2017.



Executive Summary

GYDB and Nationwide Structure

The GYDB is the national office tasked with administration of the Diversion Programme under Part 4 of the Children Act, 2001.

Statistics

Statistics for this report are provided by the Garda Síochána Analysis Service (GSAS), from PULSE data as of 15th March 2022. There were 15,090 referrals and 8,514 children referred to the Diversion Programme in 2021.

Youth Diversion Projects

The purpose of the YDP BPDT is to achieve better outcomes for young people engaged in YDPs nationally by providing ongoing support to workers, CBORs and An Garda Síochána in relation to the provision of a high-quality YDP service, informed by both international research and best practice. The Minister of State for Law Reform, Youth Justice and Immigration, James Browne TD, amended the title from Garda Youth Diversion Projects to Youth Diversion Projects in October 2021.

Youth Mental Health

During 2021, the GYDB, in conjunction with St John of Gods Hospital, have developed and rolled out a new Youth Mental Health First Aid Programme.

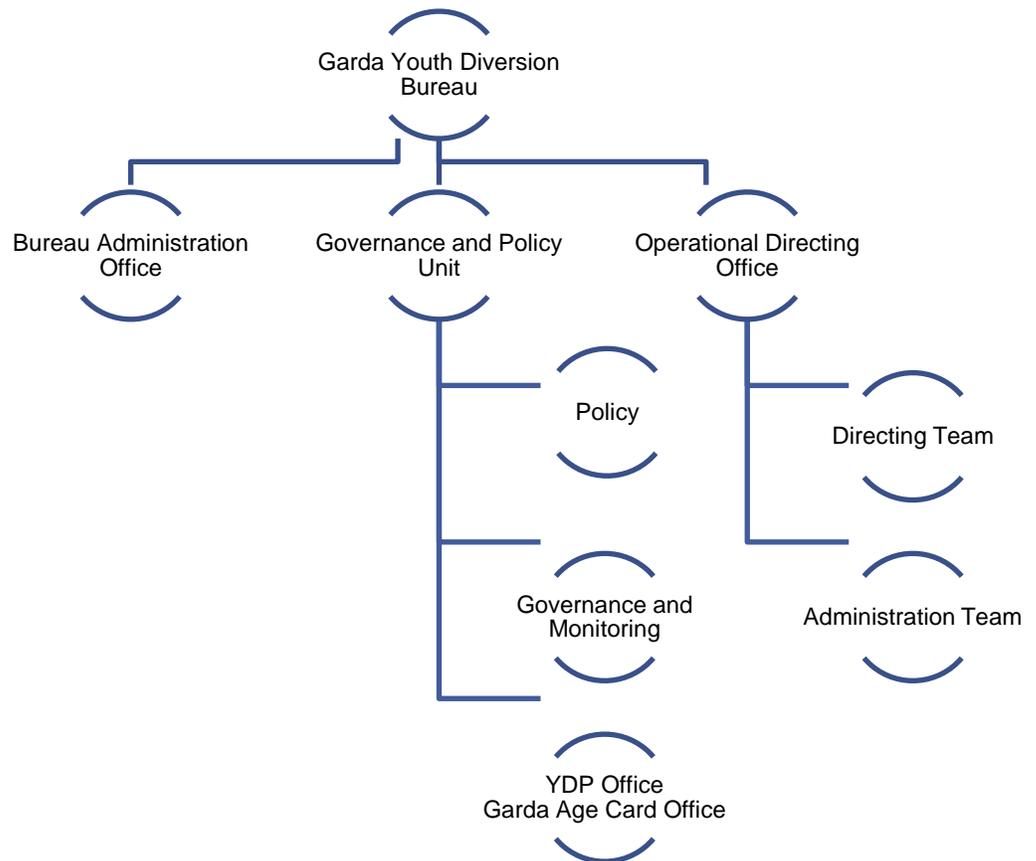


GYDB Structure

The GYDB is the national office tasked with administration of the Diversion Programme under part 4 of the Children Act, 2001.

The Commissioner appoints a Garda Superintendent as Director of the Diversion Programme, with statutory responsibility for deciding on the suitability of a child for admission to the Programme. The Director's role is provided for under Section 20 (1) Children Act, 2001.

The GYDB continues to work closely with the Irish Youth Justice Service, Department of Children and Youth Affairs, Garda Diversion Projects Best Practice Development Team, youth organisations and other stakeholders, to identify, share and promote best practice in the field of youth justice.



Overview of Statistics

Statistics for the review period 2021 are provided by GSAS. Figures are based on PULSE data (Youth Referrals created in respect of youths aged 12 to 17) as of 15th March 2022.

Percentage figures in some cases may not total 100% due to the rounding of values to whole numbers.

A) Annual Referrals

- There were 15,090 referrals to the Diversion Programme in 2021 which represents a decrease from 16,301 in 2020.

B) Children Referred

- There were 8,514 children referred in 2021 which is 4% greater than in 2020 (8,169 referred).

C) Suitability for admission to the Programme

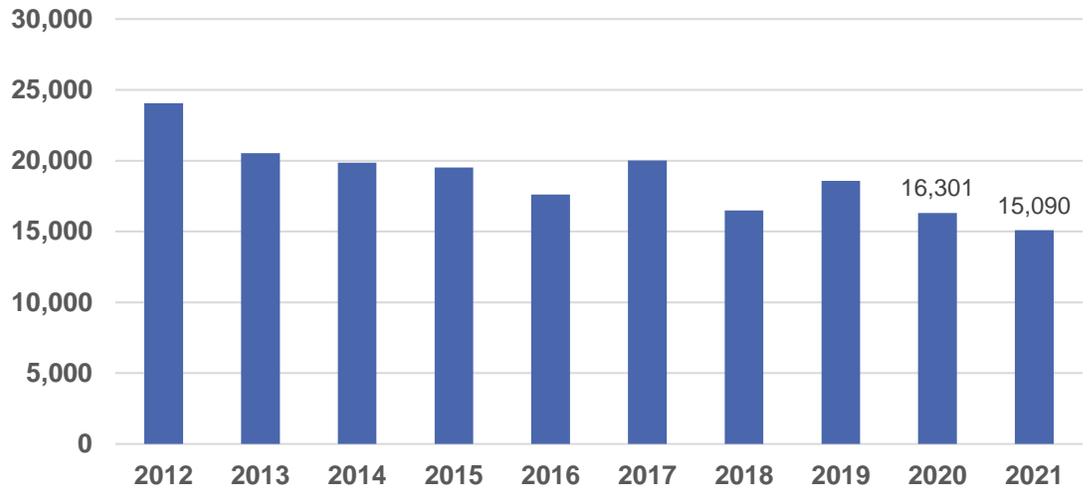
- There was a total of 1,219 children deemed Unsuitable for the Programme in 2021. This represents a decrease of 16% compared to 2020 (1,441).



Annual Referrals

There were 15,090 referrals to the Diversion Programme in 2021, which represents a decrease of 7.4% compared to 2020 (16,301 referrals).

Number of Referrals 2012 - 2021



35% of referrals were dealt with by Informal Caution, 24% dealt with by Formal Caution and 3% by way of Restorative Caution. 27% of referrals resulted in an UTCO recommendation and 11% others*.

Recommendation	Total	% Total
Informal Caution	5,336	35%
Formal Caution	3,552	24%
Unsuitable	4,106	27%
Restorative Caution	416	3%
Others*	1,680	11%
Total	15,090	100%

* 'Others' included 898 incomplete referrals at the time of writing (15th March 2022), 750 referrals with a recommendation of 'Criteria Not Met', 32 referrals with a recommendation of 'Section 29 Conference'.



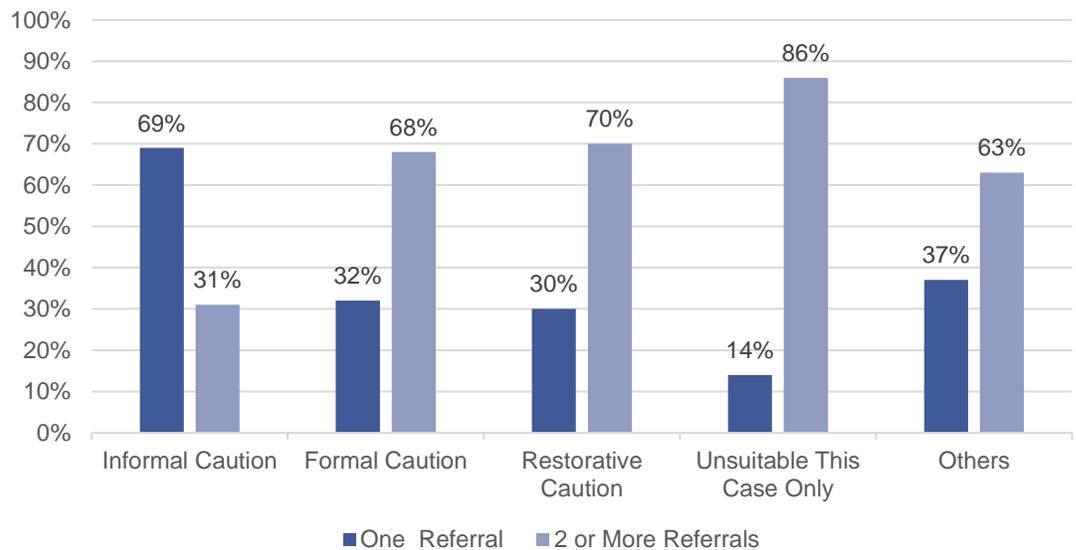
Referral Recommendations of the Diversion Programme

69% of Informal Caution recommendations were issued to children who received just one referral in 2021. For all other recommendation types, the majority of children were those who received more than one referral in 2021. 86% UTCO recommendations were issued to children who received more than one referral in 2021.

There were 416 Restorative Cautions in 2021, a reduction from the 716 Restorative Cautions in 2020, a decrease of 42%. This decrease is a result of the retirement of Juvenile Liaison Officers in 2020 and 2021, which has led to a lag in backfill and training. This has been addressed and is included at point 5 in the recommendations for 2022.

There was a total of 1,219 children deemed UTCO in 2021. This represents a decrease of 16% compared to 2020 (1,441).

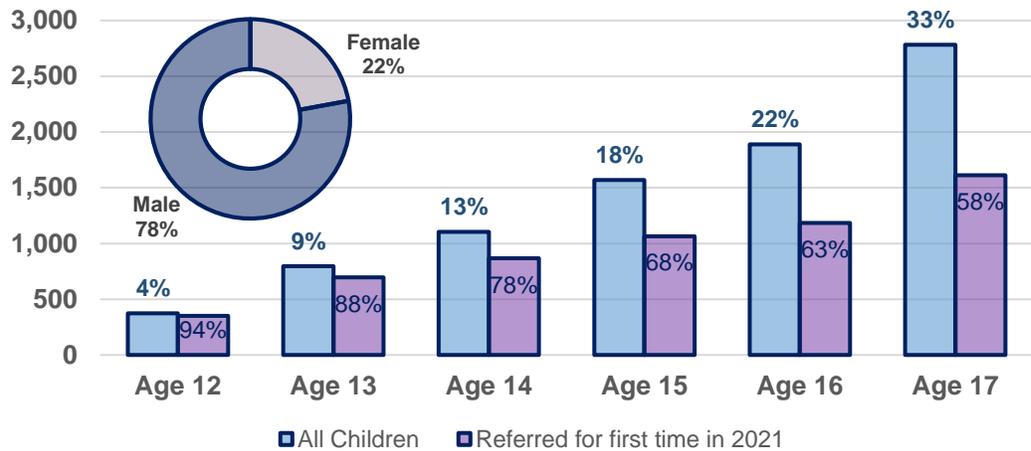
Referral Recommendations 2021



Age of Children Referred

78% of children referred in 2021 were male and 22% were female. 68% (5,773) of children referred in 2021 had not been referred prior to 2021. The proportion of children being referred for the first time in 2021 reduced with age.

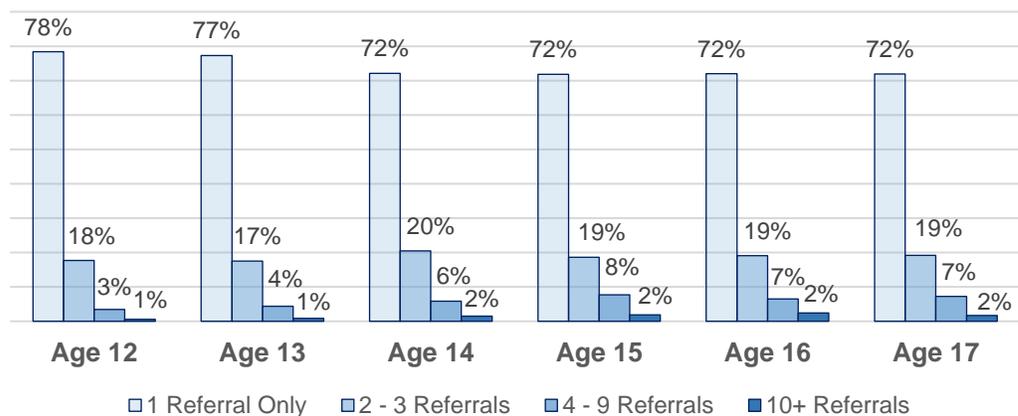
Age of Children Referred in 2021



Note: % values on blue bars represents the proportion of all children referred in 2021. % values on purple bars represents the proportion of children per age that were referred for the first time in 2021.

For all ages the majority of children received one referral only but this proportion decreased slightly with age (approximately 78% of 12/13 year olds and 72% of 14-17 year olds received one referral only, as might be expected due to increases in time period).

Proportion of Referrals Created in 2021 by Age and Total Referrals per Person



Restorative Justice

Definition of Restorative Justice

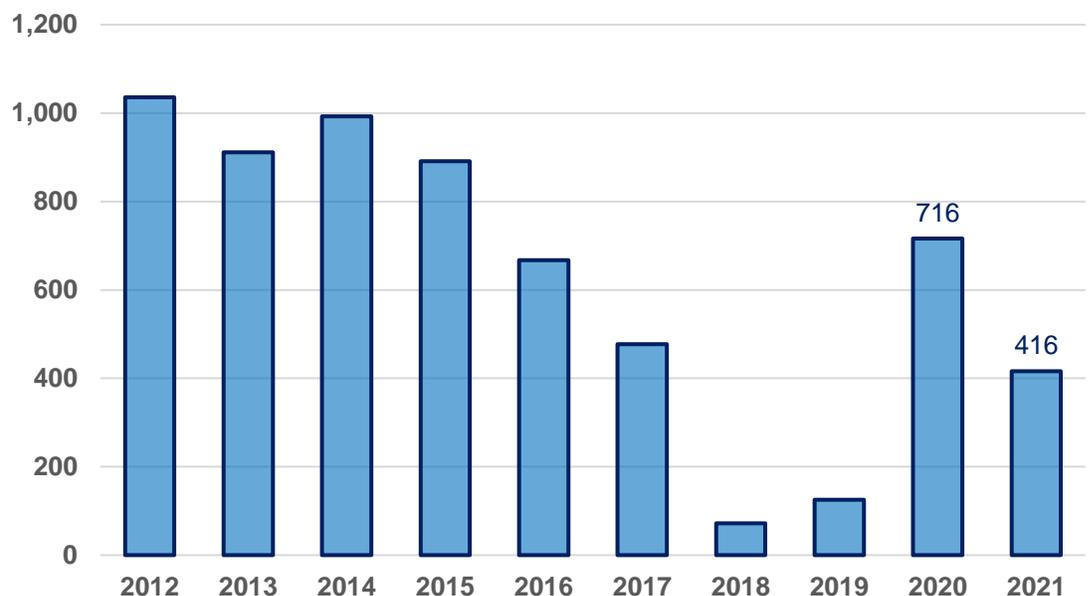
Section 26 of the Children Act, 2001 provides for the presence of a victim at a formal caution allowing a process where the young person accepts responsibility for their offending behaviour and becomes accountable to those they have harmed. The victim is given the opportunity to have their views represented, by either meeting the young person face to face or having their views represented by someone else. This means that instead of focusing on a criminal justice outcome for a child who has admitted an offence, repairing the damage to the victim and reintegrating the child back into the community becomes the primary focus. By validating the victim's experience and by reintegrating the child back into their community, restorative justice is associated with better outcomes for the offender, a reduced risk of reoffending, more positive outcomes for victims and is in practice, more cost effective and better associated with practitioner well-being and improved community relations.

Objective of Restorative Justice

Where the Director of the Diversion Programme directs a restorative caution to be administered, it is an opportunity for a child's behaviour to be addressed in a way that holds the child accountable, while ensuring that the victim experiences validation and recognition for the harm.

There were 416 Restorative Cautions in 2021, down from the 716 Restorative Cautions in 2020, representing a decrease of 42%. This decrease is a result of the retirement of Juvenile Liaison Officers in 2020 and 2021, which has led to issues with backfill and training. This has been addressed and is included in Recommendation 5 for 2022.

Number of Restorative Cautions 2012-2021



Youth Diversion Projects

YDP Best Practice Development Team (BPDT)

The purpose of the YDP BPDT is to achieve better outcomes for young people engaged in Garda Youth Diversion Projects nationally by providing ongoing support to workers, CBORs and An Garda Síochána in relation to the provision of a high-quality YDP service, informed by both international research and best practice.

The need for these supports, initially provided through the BPI managed by Foróige, was identified via a baseline analysis of YDPs (Redmond, 2009). Established in 2010, the purpose of the BPI was to improve practice in YDPs. In 2015, the Irish Youth Justice Service released funding with support from the Dormant Accounts Fund, to employ two-part time workers. This was a unique development within the youth sector, with a multi-agency approach in delivering a shared plan for the benefit of the young people engaged across all YDPs nationally. By 2020, this multi-agency team was made up of four full time staff managed by Foróige, Youth Work Ireland Galway, Crosscare and the Independent Network of YDPs providing support and delivering training to workers across all YDPs.

The work of the YDP BPDT is overseen by the National YDP Advisory Committee. This Committee is made up of representatives from the Department of Justice (DoJ), An Garda Síochána, the University of Limerick (UL) and representatives from community based organisations managing YDPs, including Foróige, Youth Work Ireland, Crosscare, Extern and those representing YDPs managed by Independent CBOs. The National YDP Advisory Committee provides a mechanism for DoJ, An Garda Síochána, UL and all CBOs to collaborate with the YDP BPDT on the strategic development of YDPs. In addition, the Committee allows for the exploration of opportunities for learning and information sharing between CBOs, DoJ and An Garda Síochána with a focus on developing practice across the network of YDPs, improving outcomes for young people and families engaged with YDPs nationally.

Through the YDP BPDT, all workers have access to a national training programme designed to not only equip staff with the necessary skills and expertise, but also to further develop and enhance their practice through various reflective processes.

YDP BPDT learning experiences provided to Youth Justice Workers in 2021 included:

- Training/workshops for Youth Justice Workers and CBO representatives in the use of the Youth Level of Service/ Case Management Inventory SV & 2.0 (YLS/CMI SV & 2.0) which is the national risk/need assessment tool used by all YDPs. Other supports to assist with the continued implementation of this tool included practice-enhancing workshops and studies to examine the extent to which individual decision makers agree (interrater reliability). All Youth



Justice Workers across the country engaged with YLS supports throughout the year, with additional support provided to line managers as required and appropriate.

- The development and facilitation of a new 'Working with YDPs' Workshop in conjunction with the GYDB to explore the current referral, assessment and engagement processes with JLOs. This workshop was attended by 14 JLOs and JLO Sergeants from across the country.
- Outcomes Focused Programme Design training, to enable staff to plan effectively in line with the specific needs of their YDPs, was attended by 64 Youth Justice Workers throughout the year.
- Planning for success (Annual Plan) tutorials, to assist YDPs with the successful completion of yearly plans designed in line with local crime statistics provided by GSAS. These were provided to all YDPs and follow-on support was provided as required.
- Motivational interviewing training and Exploring Anger Workshops, to enhance responses to local issues through effective intervention delivery. These were attended by 68 and 64 participants respectively.
- 'Together Stronger' Workshops to explore the guidelines for effective partnership between Garda JLOs and YDPs were attended by Youth Justice Workers and JLOs from 20 YDPs throughout the year.

2021 BDPT Work Highlights

A bespoke Restorative Practices model was designed in conjunction with Ulster University in 2019/2020, with an investment in Training of Trainers with a selection of Youth Justice Workers to support delivery of this training across the YDP network. This training was initially designed to be facilitated in-person and 2021 saw the adaptation of this model for the online context which ensured the commencement of the planned national rollout. Currently over half the YDPs have at least one team member trained in this bespoke Restorative Practices Model and 2022 will see the continuation of the national rollout.

The YDP BPDT continued to oversee the continued implementation of the YLS/CMI 2.0 Risk/Need Assessment and Case Planning tool across all YDPs in 2021, and work continued on the development of a structure to support the transition to an online platform in the near future.

The '*Together Stronger: Guidelines for effective partnership between Garda Juvenile Liaison Officers and Garda Youth Diversion Projects*' were developed in 2017 by the YDP BPDT and An Garda Síochána. Following the successful implementation of these guidelines, the YDP BPDT and GYDB commenced a process of developing supports for YDP CBORs and Garda Committee Chairpersons, starting with a consultation process in 2021, and followed by a number of additional supports, which are currently under development.



The team were involved in the appraisal of the YDP Annual Plans for 2020 and 2021, providing detailed feedback to all YDPs on the coherence of their plan, with the intention of enhancing both the implementation of the current programme of work and the development of any future plans.

Work also continued on both the Early Intervention and Family Support initiatives, which will support the projects in regards to the structure and focus of the work moving forward'

The YDP BPDT also continues to work in partnership with the REPPP team in the University of Limerick in relation to ongoing action research in YDPs, and will continue to work collaboratively as this research evolves.

Future Direction

In addition to the range of learning experiences referenced previously, additional areas of focus for the YDP BPDT in 2022 include:

- Supporting the implementation of the Youth Justice Strategy 2021 - 2027.
- The development of a comprehensive online platform to enhance and compliment the facilitation of new and existing support and training provision for the network.
- Contributing to the ongoing strategic development of YDPs through involvement in the National YDP Advisory Committee.
- Providing support and consultation for the Department of Justice on a range of policy-related issues.
- Providing ongoing support to YDP workers, CBORs and An Garda Síochána in relation to the ongoing provision of a high-quality YDP service, informed by both international research and best practice.
- Working in partnership with the REPPP project to improve across-system data collection, evidence generation and analysis to inform strategic decision making in the youth justice system.



Youth Mental Health

During 2021, the GYDB in conjunction with St John of Gods Hospital developed and rolled out a new two day Youth Mental Health First Aid Programme for front line staff to include, JLOs, Community Gardaí, Garda management, Continuous Professional Development Trainers and Child Specialist Interviewers.

Two Garda instructors were trained as trainers and it is proposed to train a further two Garda colleagues as trainers in 2022.

The Youth Mental Health First Aid Programme has been designed for adults who live with, work with or support young people between 12 and 18 years. Participants learn how to assist a young person who may be experiencing a mental health problem or a mental health crisis until appropriate professional help is received or the crisis is resolved, using a practical, evidence based action plan.

The programme covers topics such as;

- Mental Health problems in Irish Youth
- Adolescent Development
- Mental Health First Aid and Young People
- Depression in Young People
- Eating Disorders in Young People
- Psychosis in Young People
- Substance Use Problems in Young People
- First Aid for Mental Health Crises

The feedback from all participants supports the roll out of the two-day programme across An Garda Síochána, as part of continuous professional development.



Recommendations of the Monitoring Committee

Progress report on the implementation of the Monitoring Committee 2021 Recommendations

The recommendations of the 2021 committee were:

1. Complete implementation of the National Youth Referral Review Examination Report Recommendations within the timeframes as outlined by the Implementation Action Plan [2019-2021].
2. Continue to report progress on the promotion and organisational understanding of the Diversion Programme within An Garda Síochána through targeted training and online briefings to all Garda members and Garda staff.
3. Review and consolidate a policy framework and role specific practice guidelines available for all staff within An Garda Síochána.
4. Continue to contribute to the Youth Justice Strategy 2021-2027 at all levels during 2021, focusing on actions specific to the administration of the Diversion Programme.
5. Continue to review and monitor the Garda Youth Diversion - Child in Care Initiative.
6. Utilise the current governance and monitoring functions to mitigate emerging issues and risks in a timely fashion, as part of the Bureau's Risk Management Strategy.
7. Examine trends in offences and demographics since March 2020, which may coincide with Covid-19 and explore the impact on young people during the period.
8. Plan and continue to deliver mediation and restorative practice training and induction training to JLOs.
9. Ensure vacancies at JLO Garda and Sergeant are filled as they arise.



1. Complete implementation of the National Youth Referral Review Examination Report Recommendations within the timeframes as outlined by the Implementation Action Plan [2019-2021].

All of the National Youth Referral Review Examination Report Recommendations have been actioned and brought to conclusion during 2021. The recommendations are now part of business as usual and improvements made at operational level are monitored at both a National and Divisional level. Youth Crime and the Diversion Programme is now a mainstreamed business area with all stakeholders aware of their roles and responsibilities. The Risk Register provides for any potential risk to the Bureau's service delivery.

2. Report progress on the promotion and organisational understanding of the Diversion Programme within An Garda Síochána through targeted training and online briefings to all Garda members and Garda staff.

Practice Guidance documents have been disseminated to frontline staff, which include:

- Investigating Member Youth Referral Creation - Infographic
- PAF Administrator Youth Referral Creation - Infographic
- GYDB Information Booklet for PAF Administrators - JLO Reports
- Youth Referrals Process Map for COVID 19 Offences using FPN

A blended learning approach was adopted to include compulsory E-learning modules which has a 71% completion rate in the organisation (as of 14th July 2022) and in person operational briefings to newly promoted Sergeants on the Sergeants Development Course, which was checked for understanding by experienced personnel.



3. Review and consolidate a policy framework and role specific practice guidelines available for all staff within An Garda Síochána.

During 2021, guideline and information documents were developed, reviewed and disseminated to frontline operational staff by the GYDB. These include a number of infographics on the Youth Referral Creation Process to provide further procedure guidance.

These information documents developed for operational Garda members and Garda staff have been published on the Garda Portal and promoted across various internal media publications.

Information and guidance documents on the GYDB, the Age Card Office and the Youth Diversion Projects is also available on www.garda.ie. Annual Reports of the 'Committee Appointed to Monitor the Effectiveness of the Diversion Programme' from 2012 to 2019 are also available on the website in both English and Irish.

4. Continue to contribute to the Youth Justice Strategy 2021-2027 at all levels during 2021, focusing on actions specific to the administration of the Diversion Programme.

The Youth Justice Strategy 2021 – 2027 drives youth justice policy and practice. An Garda Síochána is a key stakeholder under the strategy. Staff from the GYDB sit on the operational YJOG with An Garda Síochána represented at Assistant Commissioner level on the Governance & Strategy Steering Group. An Garda Síochána lead the following actions:

- We will provide specific training for professionals involved in the criminal justice system to underpin the provision of effective services, including development, as appropriate, of multi-disciplinary training modules.
- We will strengthen Garda policies and practices for Diversion, and policing generally, upholding the principle of best interests of children and young people, and taking account of difference in age and maturity, the impact of disadvantage and awareness of diversity.
- We will strengthen the operation of the existing procedures for Diversion to minimise delays and ensure fully informed and transparent decision making processes.
- We will ensure that all criminal cases involving children and young people are fully dealt with, whether admitted to the Diversion Programme, or not.
- We will review the facilities and procedures in Garda stations and courts with reference to obligations under Part 6 and Part 7 of the Children Act.



5. Continue to review and monitor the Garda Youth Diversion - Child in Care Initiative.

The Youth Justice Strategy 2021 – 2027, places significant importance on training and front line support noting at Strategic Objective 1.8, “*We will work collectively to provide arrangements for enhanced collaboration between agencies to disseminate and implement effective practices, including pursue effective supports and training for front-line staff.*”

The GYDB is currently working with Tusla Residential Care and Quality Matters to deliver a project. Trauma Informed Practice (TIP). The project will deliver training on TIP in order to assess whether this has an impact on:

- Reducing young people’s engagement with the criminal justice system
- Reducing incidents (aggression, violence etc.)
- Reduce absconding
- Staff assessment of safety and work quality/impact/culture for both Gardai and Tusla staff.

There is a strategic imperative to introduce trauma-informed practices to front line practitioners. The Youth Justice Strategy 2021 – 2027, in the section on training and front line support notes that the Bureau’s work in this regard supports the strategy, which aims to work collectively to provide arrangements for enhanced collaboration between agencies to disseminate and implement effective practices, including pursuing effective supports and training for front-line staff, including in relation to important thematic issues such as disability and special needs, substance misuse, neurodiversity, trauma, and mental health

The impact of the model will be evaluated through desk-based research and consultation with participating professionals. A full evaluation plan will be developed that will include collation of the quantitative, qualitative and external partner data.

6. Utilise the current governance and monitoring functions to mitigate emerging issues and risks in a timely fashion, as part of the Bureau's Risk Management Strategy.

The GYDB’s Monitoring Unit oversees the timely advancement and processing of youth referrals to final outcome, regardless of whether a youth was included in the Diversion Programme or not.

The Monitoring Unit maintains oversight nationally through PULSE KPI reports. These reports track and trace the submission of files to the Diversion Programme Directing Office and highlight areas of concern requiring follow-up attention. At Divisional level an Inspector has been assigned



a monitoring and oversight role and acts as liaison officer between the Division and GYDB. Each inspector occupies the role of liaison officer between GYDB and the division. This oversight role supports good governance of the referral process, accountability, clear reporting lines and the timely progression of case files, reports, cautions and prosecutions through the system. Quarterly and annual reports are provided to these Inspectors to assist with local oversight and governance.

The Monitoring Unit continues to engage with GISC and other stakeholders involved in the youth referral process to ensure that any risks are resolved in a timely manner.

7. Examine trends in offences and demographics since March 2020, which may coincide with COVID-19 and explore the impact on young people during the period.

GSAS has provided a report to the GYDB. The Monitoring Committee in collaboration with REPPP will give closer scrutiny to statistical reports of youth offending during the COVID-19 period to examine whether any departures from normal trends are specific to the circumstances precipitated by COVID-19 restrictions or indicators of any more general changes in patterns of behaviour.

8. Plan and continue to deliver mediation and restorative practice training and induction training to JLOs.

Training has recommenced with the roll out of restorative justice and mediation courses for newly appointed JLO and GYDB staff. A Train the Trainer Course in Restorative Practices was delivered and 6 JLOs are now qualified to train new entrants in restorative practices.

A JLO Conference and JLO Induction Training is scheduled to take place in 2022.

9. Ensure vacancies at JLO Garda and Sergeant are filled as they arise

There are currently 4 vacancies for JLO.

Since 2020 there have been 16 newly appointed JLO.



Recommendations of the Committee for 2022

Having assessed the recommendations from 2021, and the updates and statistical analysis provided in the report, and to ensure alignment with the Youth Justice Strategy 2021 – 2027, the Committee provides the following recommendations for 2022:

1. Convene a Juvenile Liaison Officer Training Conference in 2022.
2. Support enhanced communication and cooperation between agencies and research bodies to maximise the use of data and research to inform youth justice policy as actioned in the Youth Justice Strategy 2021 - 2027.
3. Promote the Diversion Programme and inform PAF administrators on their role in the referral process.
4. Work with GISC to develop a training seminar for PAF administrators.
5. Increase the use of Restorative Justice and involve the victim as part of the caution process under the Diversion Programme.
6. Continue to engage with the Garda College to deliver presentations to newly promoted Sergeants and Inspectors on their role in the Diversion Programme.
7. Continue to review and monitor the Garda Youth Diversion - Child in Care Initiative.
8. Continue to contribute to the Youth Justice Strategy 2021 – 2027 at all levels during 2022, focusing on actions requiring engagement from An Garda Síochána at all levels.

