



Bulletin

January 2020

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News from the AYM Executive Board

Youth Justice Convention

It was good to see so many of you at the Youth Justice Convention (YJC) last month and the AYM stand was busy for much of the time with from visits members, YOTs who want to become members and wider stakeholders.



The Executive Board met on the evening of Day 1 of the YJC and Charlie Taylor, Colin Allars and Stephanie Bibby-Roberts, of the Youth Justice Board (YJB), and Fiona Parker and Karen Clarke of the Youth Custody Service (YCS) were in attendance. We were able to share concerns with the YJB about the continued use of first-time entrants as a performance measure. The Executive were also able to raise ongoing concerns with YCS regarding safeguarding in the secure estate and about the potential for reductions in release on temporary licence following the recent London Bridge attack.

This was of course the last Executive Board meeting that Charlie Taylor would attend as Chair of the YJB. Our many thanks go to Charlie for his open and sustained engagement with the AYM during his tenure as Chair. We wish him all the best for the future.

Following the tragic incident in Hillingdon, the Executive Board has been approached for views on how to manage young people involved, or at risk of becoming involved in knife crime, attending YOS premises. **We would like to develop an AYM view on this and would welcome assistance from members** in developing an approach that could be adopted by YOTs. If you have any thoughts on this, please contact your regional representative.

The **next Executive Board meeting is on 14th January** and takes place in Winchester. The NPS lead for the YOT funding formula has agreed to attend and Olivia Pinkney, National Policing Lead for Children and Young People, will also be attending. If members have anything they would like us to raise regarding NPS funding or police work or police engagement with children, please let your regional representative know as soon as possible.

AYM Awards

Day 1 of the YJC also saw the presentation of the **AYM John Hawkins Award for Innovation and Creativity in Youth Justice Practice.**

Six projects were shortlisted and young people from last year's winning project (Prospects in Gloucestershire's 'Making It' project) judged **Bradford YOTs 'Child Friendly Plan'** the Winner for 2019.



Well done to Bradford who may well find requests to use this plan coming their way from other YOTs.

Hazel Williamson our Vice Chair was also kept busy on the Convention Platform presenting **SEND Quality Mark Awards to Norfolk and Westminster YOTs and Quality Lead Awards to Enfield, Knowsley, Oldham and Stockport YOTs, well done!**



Modern Youth Offending Partnerships

Last chance to complete our survey!!!

We are extending the deadline for YOT managers to provide information to inform the YJB's review of YOT governance to Youth Justice Management Boards, '**Modern Youth Offending Partnerships**'.

Thank you to those who have already submitted a response. However, much has changed since this was published in 2013 and we are keen to ensure that as many YOT managers as possible have a chance to share their views.



The survey can be accessed by [clicking here](#).

The deadline for completion of the survey is Friday 10th January, 2020 so be quick to ensure your views are considered.

Out of Court Disposal Workshops

AYM members will know that the AYM and HMIP are holding two workshops this month to consider out of court disposals as part of HMIP's review of this inspection domain.



The workshops have proved very popular and **both are now fully booked**. If you have not secured a place and have something you wish to raise please contact your AYM Regional Representative who will endeavour to ensure your issues are covered.



Don't worry however, if you haven't been lucky enough to secure a place. We will provide a brief summary for you in the AYM Bulletin.

'Moving On' Roundtable

Jessica Edwards AYM Assistant Secretary represented the association at a roundtable organized by the YJB to consider how to improve outcomes for children released from custody. The event, attended by representatives of all relevant government departments and senior managers in the children's sector and academia.



The meeting which was solution focussed, was chaired by Professor Neal Hazel (YJB Board member) with the Ministry of Justice Policy Unit. All parties accepted there are significant issues affecting resettlement due to the lack of suitable accommodation with many children placed in the private sector.

AYM Comment on Medway Inspection



The AYM is concerned about the ongoing poor inspection outcomes of establishments within the secure estate, the latest being that of Medway Secure Training Centre rated as 'Inadequate'. Medway was inspected whilst accommodating only 29 children due to the scaling down of the establishment in order to develop the new secure school. This leads youth offending services to continue to have concerns for the safety and wellbeing of children held within Medway.

We would urge the Youth Custody Service to finalize plans for the new secure school to ensure that improvements promised by this development can be implemented as soon as possible.

ILM training for YOT managers



We are finalizing plans for the next ILM 7 course for YOT Managers which will commence 25th March 2020.

This the only YOT Manager specific course available so if you would like to book a place on the course, or require more information, please contact:

ann.wood@aym.org.uk

AYM Regional Representative – East

Sadly, due to work commitments, Liz Clarke from Bedfordshire YOS has stepped down from her role as AYM Regional Representative for the East Region. We would like to thank Liz for all the work she has undertaken on behalf of the AYM, although we know she will keep in touch.



The East Region is therefore looking for a replacement representative.

The nominations for this position will be considered at the AYM Executive meeting on the 14th January.

And Last, but not Least!!!.....



***2020 is the AYM's
20th Anniversary!!!***

Instead of a Spring Conference we will be holding a 20th Anniversary Event to celebrate the past 20 years. We hope some of you will be able to join us for the celebration.



Lord Warner, first Chair of the Youth Justice Board for England and Wales, and Lord McNally Chair from 2014 – 2017, are kindly sponsoring an evening reception in the:

River Room, House of Lords

Date to be confirmed.

***Happy New Year to all our members and partners, we hope you
enjoy this first Bulletin of 2020!!***

What Will the Election Result Do for Youth Justice?



The Conservative Party's majority of 80 seats could mean some of the election promises regarding children, young people and youth justice, could materialise in the near future.

The party, concerned with issues of crime and disorder pledged that *"In order to successfully keep our streets safe, we need to turn people away from crime and end the cycle of reoffending."*

Measures to support this include speedier prosecutions for knife offences, strengthening of the National Crime Agency in order to tackle the threats from fraud, county lines gangs and child sexual abuse to illicit finance, modern slavery and people trafficking. The Queen's Speech confirmed this commitment with new sentencing laws to enable longer custodial sentences for serious crimes to be introduced in the Sentencing Bill.



The Queen's Speech also included the Serious Violence Bill which will place a new duty on public sector bodies to ensure they work together to address serious violence, and with police officers provided with the protections to keep the population safe (Police Protections Bill).

A Royal Commission to improve the efficiency and effectiveness of the criminal justice process is also proposed with the Queen announcing legislation (re-introduction of the Domestic Abuse Bill) *"to transform the approach of the justice system and other agencies to victims of domestic abuse."*

With regard to youth offending in particular, the manifesto stated:

*"Young people are less likely to get into trouble in a well-disciplined school, which is why we will back teachers to enforce discipline. The party pledges to **"back heads to use exclusions"***

The party also promised to invest **"£500 million in youth services for young people. If they endanger others, we will put them in new alternative provision schools."**



Trialling of secure schools (*plural*) is pledged with *"New laws will require schools, police, councils and health authorities to work together through Violence Reduction Units to prevent serious crime."*

Increased investment to promote engagement of young people is also promised with **"at least £90 million"** pledged to support the National Citizen Service and promote it in schools. ***"The Youth Futures Foundation will invest at least £90 million to improve employment outcomes for young people."***

To read the full manifesto please [click here](#)

Call to Raise the Minimum Age of Criminal Responsibility

Pressure is once again being brought on the government to raise the minimum age of criminal responsibility (MACR) in England and Wales.

In an article in the Times Richard Ford, Home Correspondent, reports that official advisors to the government on youth justice are calling for an increase in MACR to 12 years in line with Scotland and for responsibility for children in conflict with the law to be transferred from the Ministry of Justice to the Department of Education.

[Click here](#) to read the article.



Following a review by an expert advisory group and a consultation exercise in 2018, the Scottish Parliament voted unanimously on 7th May 2019 to raise the MACR to 12 years and The Age of Criminal Responsibility (Scotland) Act 2019 was passed, receiving Royal Assent on 11 June 2019.

However, the Act is still to be implemented with the Scottish Government stating it wishes to provide *“certain safeguards to ensure that harmful behaviour by children under 12 can be responded to in an appropriate and meaningful way, which will not criminalise children.”*

Nevertheless, as of autumn 2019, the Scottish Government has sought to *“ensure that no child will be referred to a children’s hearing on the ground that they committed an offence when that behaviour took place when they were under the age of 12.”* The new disclosure regime included within the Act is also due to commence this summer.



A new advisory group has also been created by the Scottish Minister for Children and Young People to consider whether the MACR should be raised further.



The AYM has long called for a raising of the MACR to **at least 12 years** of age and remains one of the associations ‘Where We Stand’ Statements’.

For more information about the AYM policy statements, [click here](#)

'SideBySide'

Care Leavers Support Programme Launched

The National Youth Advocacy Service (NAYS) a leading UK charity providing advocacy, legal support and representation to children and young people in care and vulnerable adults, has launched a new support programme for care leavers.



'SIDEBySIDE' aims to help young people who have experienced care 'navigate' more effectively to independent living. The programme provides support and mentoring to help bridge the gap from care to independence.

The programme has been developed using the experience and expertise of the NYAS Care Leavers Forum.



Each young person on the programme will receive an information pack with key contacts and advice. They will also receive job interview guarantee and opportunities to undertake modern apprenticeships, work 'shadowing' or short-term work placements, as well as assistance with job applications and C.V. and interview preparation.

'SIDEBySIDE' volunteers support a young person for a minimum of 12 months; and those on the programme receive up to 10 hours of advocacy support, if required, and access to the NYAS freephone helpline in the evenings and weekends.

Those on the scheme will also be offered the opportunity to train as NYAS peer mentors.

The **'SIDEBySIDE'** programme will commence as a pilot in three local authorities and will benefit up to 30 young people.

The programme will be academically evaluated after 12 months and extended to other local authorities as quickly as possible year on year.

For more information on the programme [click here](#)

The Risk of Assessing Children's Risk

And, its Place in Out of Court Disposals

Transform
Justice

Penelope Gibbs of 'Transform Justice' asks, "Do you see children through the lens of risk, need or potential? Maybe all three? But are there dangers in looking at under 18 year olds who have committed minor crime as potential repeat offenders or potential welfare recipients?"

A **seminal study by University of Edinburgh** academics has followed thousands of children through their childhood and young adulthood. This study has found that those children who were criminalised as children were more likely than their peers to commit more crime. Being involved with the care system also had a negative impact on offending."

Penelope also cites the '**Campbell Collaboration**' which has gathered the best studies on children who offend and conclude that "juvenile system processing [criminalising children] appears to not have a crime control effect, and across all measures appears to increase delinquency...."

Penelope argues "...we should try as hard as possible not to prosecute or give criminal justice sanctions to children, since doing so increases offending.", pointing out that

"This fits with an idea long held by youth justice practitioners that less is more – that a speedy light touch criminal justice intervention can be more effective than one with lots of complicated conditions."

Penelope states "We have made huge progress in diverting children from the formal criminal justice system and from court. But I fear the new inspection regime from HMI Probation is treating out of court disposals for children like court sentences and thus threatening any possibility of them being light touch.

I absolutely agree that children can create harm to others and that we should do all we can to prevent that. But in making out of court disposals more bureaucratic and onerous, we may lose sight of what they can offer – a speedy, light touch sanction for children who have transgressed.

Penelope says,

"This blog was inspired by a session at the YJB Convention where the inspectorate and two excellent youth offending services – Gloucestershire and East Riding – talked about their approach to out of court disposals."

Newham Council Invest in 'Youth Zones'

To Help Address Knife Crime



Newham Council has announced that as part of its plan to address serious youth violence it will increase its youth service provision.

In March 2019 the Mayor of Newham set up **Newham's Youth Safety Board** in order to identify and accelerate actions to improve safety for children and young people who live, work or study in Newham.

The Newham Youth Safety Board recognizes children and young people as Newham's "greatest asset", stating

"Every child and young adult in Newham should look forward to a positive future and have confidence that adults will support them as they learn, express themselves and develop the passions, skills and relationships that make them unique. For children and young people to thrive in this way, they need to feel safe."

In compiling their report, the Newham Youth Safety Board, held a number of individual interviews and discussion groups with young people. In these discussions, **children and young people "prioritised being able to access safe youth provision and a range of activities and hobbies after school."**

The report sets out what it believes needs to be done in the coming years to make Newham a safer place for young people. Whilst stating the issue of supporting and protecting young people is urgent, it states some of the solutions will take time to work.



The council has announced it will allocate £4.5m a year directly to services for young people up to 2023, and this investment includes £1.2m to increase the number of youth zones in the borough from four to eight.

The funding also includes £1m to fund the council's safeguarding service for adolescents and a further £1m to support mental health services for young people and care leavers, and to improve services for foster carers.

The Newham Youth Safety Board is calling for "local action to be matched by a national primary prevention agenda and decisive action to meet the needs of deprived communities and vulnerable children and adults."

Duncan Bew, Clinical Director for Trauma and Acute Surgery and Kings College Hospital and co-chair of the Newham Youth Safety Board states in the report, **"In years to come I hope Newham and the Youth Safety Board will come to be seen as the gold standard for youth services."**

Update of the Local Ethnicity Disproportionality Tool

April 2015-March 2019



In July this year, the YJB updated its disproportionality journey of the child materials. These materials highlight areas where ethnic disproportionality occurs within the youth justice system.

Black, Asian and minority ethnic children are over-represented at most stages of the youth justice system. In most cases, this is driven by the over-representation of black children. The YJB has now updated the Local Ethnicity Disproportionality Tool which will enable youth offending teams (YOTs) to analyse their local data to ascertain the level of any ethnic disproportionality within the local justice cohort and if there is disproportionality, where it occurs within the local justice cohort. The tool now includes a field where YOTs can input data from their local case management system relating to the children's faith. This will enable YOTs to view how children from different faiths are represented in their local youth justice cohort.

The YJB has also developed a range of other tools which will enable YOTs to analyse their data in relation to ethnic disproportionality.

Summary Ethnic Disproportionality Tool

This tool provides information about how members of all ethnic groups were represented in the youth justice system in England and Wales in the years March 2012-March 2018. This tool should be used before the Local Ethnicity Disproportionality Tool as this will help YOTs to form a view as to whether there is ethnic disproportionality within their local justice cohort.

Reoffending Disproportionality Tool

This tool highlights over-representation of ethnic groups according to youth reoffending data. It allows YOTs to look at their own performance and compare it with other YOTs' regional and national averages. The data comes from the Police National Computer (PNC) which is published by the Ministry of Justice.

The three tools will enable YOTs to understand their local data relating to disproportionality and work with key stakeholders to take steps to improve practice performance.

All the tools are available by accessing the 'Document Library via the Youth Justice Application Framework (YJAF).

Specialist Legal Training for Youth Offending Teams

By Youth Justice Legal Centre, a Recognised Centre of Legal Excellence in Youth Justice.

The Youth Justice Legal Centre (YJLC) at Just for Kids Law has developed a training course specifically for YOTs. Recognising that criminal law relating to children is complex, requiring specialist legal knowledge and expertise, the training is designed to equip attendees with a clear understanding of the legal framework which underpins the youth justice and empower them with the knowledge to feel confident in court.



YJLC write, “We know YOT workers, in particular court officers, want to feel confident that they are informed and up to date when writing reports and advising the court, and to be able to provide children and young people with clear and accurate information and support them to actively participate in any legal proceedings.

Our highly regarded CPD training courses cover all major aspects of the youth justice system, including updated training for practitioners covering out of court disposals, children in court with a particular focus on fitness to plead and effective participation, and the latest changes to the law on sentencing children and what these mean in practice. The knowledge and expertise we provide, along with the lived experience of our young trainers make our trainings uniquely insightful, practical, and applicable.

We aim to deliver tailored, accessible and affordable training to YOTs, both in London and across England and Wales. We also offer regional seminars enabling joint commissioning by clusters of local authorities. Our next **Specialist Legal Training for YOTs is on 11th March**, information and registration can be accessed [here](#). If you are interested in arranging a seminar in your area, or are unable to book your place through Eventbrite, please get in touch with the team at Events@JustForKidsLaw.org.

YJLC also holds annual Youth Justice Summits, bringing together professionals from across the youth justice sector to hear from young people and renowned experts, discuss important issues in youth justice law and practice, and work towards building a community of youth justice professionals. YJLC are proud to be building this community to ensure that children in the criminal justice system have legal representatives and are supported by professionals who are equipped with the specialist knowledge and skills necessary to do the best job possible for their young and vulnerable clients. The next **YJLC Youth Justice Summit is in June 2020**. For more information and to **register your interest** and **benefit from early bird ticket pricing** [click here](#).

“ the immediate response to training from many who attended was very positive, and the lawyer was praised as a very competent and knowledgeable trainer who had a relaxed and approachable persona.” Senior Practitioner, West Mercia YOS (in-house training delivered in March 2019)

Arrests for 'Sexting' Continue



Academics Review Arrest and Outcome 21 Data



Professors Emma Bond and Andy Phippen from the University of Suffolk have published a report on the findings of their research conducted for the Marie Collins Foundation, using Freedom of Information requests to police forces on arrest and crime recording of minors for the generation or distribution of indecent images of children, under the 1978 Protection of Children Act, and specifically Home Office crime code 86/2 between December 2016 and March 2019.

Outcome 21 enables crimes such as 'youth sexting', that are not considered in the public interest to be prosecuted, to be recorded and sanctioned. It *“was introduced specifically to address the increasing number of minors who were being charged under s1 of the PCA as a result of engaging in “youth sexting” – the self-generation and distribution of indecent personal images by minors, to peers. While clearly by the letter of the law, such a practice is illegal under s1 PCA, given the year that the law reached assent, it could not have been in the minds of the legislators that the subject of the image, the taker of the image, and the distributor of the image, could all be the same person.”*



The authors cite research from 2009, showing that 40% of young people between the ages of 14 and 16 knew peers who engaged in sexting and more recent research showing no decline in those statistics.

The report shows children continue to be arrested for sexting, including a small number aged less than 14 years of age. Whilst Outcome 21 is being applied by most forces, generally far exceeding the number of arrests, the practice is inconsistent. 358 arrests of minors were made under code 86/2 over the response period and in 2017 (latest available Ministry of Justice data) 54 minors were proceeded against for these crimes and 38 were convicted.

In an interview for 'i (News)', Professor Phippen said “...while Outcome 21 is a step forward, he is still concerned that *“in some forces they're being given out like sweeties”*, and that “Outcome 21 report may still *“come back to haunt you”*, because it can appear on a criminal record check at the discretion of a Chief Constable.”

To read the full report [click here](#)

The Marie Collins Foundation is a UK charity that aims to enable children who have, or are suffering sexual abuse and exploitation via internet and mobile technologies to “recover and live safe and fulfilling lives, free from fear and positive about their futures.”

Other News in Brief



ADCS President “Reflects on Youth Justice”



Following her speech at the Youth Justice Convention, Rachel Dickinson President of the Association of Directors of Children's Services, spoke to Children and People Now about her reflections on youth justice.



In this she recognized the progress made over the last 10 years, saying there is much adult services could learn from youth justice. However, pointing out the issues of continued disproportionality and concerns with care in the secure estate, she once again called for children in conflict with the law to be treated as children first.

[Click here](#) to read the article

YOT Network to Tackle Serious Youth Violence

The YJB have launched the “SYV Network”, comprising of 30 youth offending teams (YOTs) experiencing high rates of serious youth violence in England and Wales, to share best practice and concerns.

The YOTs in the network will also be using an **SYV stocktake checklist**, developed by the YJB with YOTs and other partners, to help them identify gaps and strengths in their approach to tackling violence. It. This stocktake checklist, which includes a data toolkit to analyse SYV quarterly data trends, **will be available to all YOTs from February 2020.**

At the first network meeting in December, Lewisham YOT presented their public health approach and Sandwell YOT their arts approach to interventions. Case studies will be made available on the Youth Justice Resource Hub.

For more information contact Sarah.brimelow@yjb.gov.uk.

AssetPlus Evaluated



The YJB has published an evaluation report of AssetPlus, undertaken by 'Rand Europe' which made five recommendations:

1. Review elements of the design and content of AssetPlus,
2. Provide additional training and guidance on good assessment practice,
3. Provide clarification on working practices, roles and responsibilities,
4. Facilitate ongoing improvements to the model and Case Management Systems,
5. Undertake further research on the impact of AssetPlus.

In response to this review the YJB has identified activities to address the recommendations, although a change management process for ongoing development of AssetPlus is in place and an evaluation of the impact of AssetPlus was already commissioned with a report due in 2021.

For more information [click here](#)

Linking Deprivation and County Lines



In an article for the Guardian considering the conviction of 19 year old Ayoub Majdouline for the murder of 14 year old Jaden Moodie, Gavin Hales, criminologist, senior associate fellow at the Police Foundation and former researcher for the Metropolitan police, has highlighted the “*inextricable links between drug dealing, poverty, troubled family lives and a disrupted education.*” Both boys had been dealing drugs as a result of exploitation through county lines.

Hales points out the temptations offered to children who as a result of opportunities “*limited by the likes of poor education, disrupted family lives and social exclusion*” are likely to be desirable.

As Hales states “*They may be recruited through promises of cash today and future wealth, groomed through acts of apparent kindness and generosity that exploit their social isolation, poverty and neglect, or compelled to act through coercion.*”



To read the full article [click here](#)



Items of Interest



Calendar of events for AYM 2020

| Title | Date | Venue |
|---|----------------------------------|--------------------------------------|
| Joint AYM and HMIP Workshop on out of court disposals | 9 th January, 2020 | Civic Hall, Leeds |
| Executive Board meeting | 14th January 2020 | Hampshire County Council, Winchester |
| Joint AYM and HMIP Workshop on out of court disposals | 28 th January, 2020 | London |
| AYM 20 th Anniversary Event | To be confirmed | House of Lords |
| Executive Board meeting | 3 rd April 2020 | Stockport YJS |
| Executive Board meeting and AGM | 10 th June 2020 | Warwickshire YJS |
| Executive Board meeting | 21 st September 2020, | Cramlington, Northumberland |
| Autumn Conference | To be confirmed | To be confirmed |
| <p><i>Please contact your regional representative (see below) if you wish the Executive Board to consider a particular issue, or if you have an item you would like to bring to their attention at one of their meetings.</i></p> <p style="text-align: center;"><i>To keep up to date with this calendar, please look at our website:</i></p> <p style="text-align: center;">aym.org.uk</p> | | |

STRENGTHENING YOUTH DIVERSION SYMPOSIUM



Centre for Justice Innovation are hosting this symposium, generously supported by our funders the Esmée Fairbairn Foundation and Hadley Trust, to launch their new briefing paper on how national government can strengthen youth diversion.

The event will focus on:

- The evidence for youth diversion
- Current practice and funding
- The national policy framework for youth diversion
- How youth diversion can be put on an even more effective and sustainable footing in the future.

The event will be held on.

Wednesday, 15th January 2020
10:00-11:30. (refreshments served from 9:45)
Maurice Barnett Room, Central Hall, Westminster.

Speakers at this event are:

Phil Bowen, Director of the Centre for Justice Innovation
Alan MacDonald, Head of Youth Inspections at HMI Probation
Charlie Taylor, Chair of the Youth Justice Board.
Ben Finley, Regional Representative, Association of Youth Offending Team Managers and Service Manager at Targeted Youth Support, Barnsley.

To attend this event please contact CJI at:

info@justiceinnovation.org

Deadline for applications is 4th of January 2020.

Safeguarding Children in the Digital Age



Children and Young People Now's 4th national conference is on:

Wednesday 25th March 2020

at the **Cavendish Conference Centre, London**

The conference will be considering how, whilst digital technology can provide children and young people with countless opportunities for learning, development and socialisation, it also presents ever increasing threats to their wellbeing and safety.

With speakers and interactive seminars, the conference aims to provide essential learning for those working in children's sector.

All key note talks and seminars are **CPD certified**.

If you are interested in learn more about how to enable children and parents access online resources safely and consider the potential risks posed to children whilst online, find out more and book a place **by [clicking here](#)**.

Standing Committee for Youth Justice Meetings for 2020



The Standing Committee for Youth Justice (SCYJ), of which AYM are members, has announced the dates of its meetings for 2020.

The next Members' Meeting will take place on:

**Wednesday 5th February
2.30pm-4.30pm
New Horizon Youth Centre,
68 Chalton St, London, NW1 1JR.**

The remainder of the meetings which will also take place at the same venue and time are:

April 22nd, July 15th, and October 14th (which includes the SCYJ AGM).

The AYM Executive attends this meeting but SCYJ are happy for more members to attend and would love to hear of the work being undertaken in YOTs.



Want to stay up to date with YJ issues?

Then follow AYM on Twitter.....

We have almost 2,700 followers who receive frequent updates on issues relating to Youth Justice and YOT Managers.

It's easy to sign up - our username is **@AssnYOTmanagers**



See also the **'latest news'** section at <http://aym.org.uk>



Via our website <http://aym.org.uk/about-us/contact-us>

Via Twitter [@AssnYOTmanagers](https://twitter.com/AssnYOTmanagers)

Email our Editor lesley.tregear@aym.org.uk

This AYM Newsletter shares items which we feel may be of interest to members and other interested parties, but this should not be taken as endorsement of individuals, organisations or their products.



The views expressed in this Newsletter do not necessarily represent those of AYM or its membership.

If you do not wish to receive this Bulletin, please email lesley.tregear@aym.org.uk and you will be removed from our records. Non-Member email addresses are only used for circulating this newsletter.



AYM Regional Representatives

Below is the list of regional representatives across the country, with email addresses. Please contact your regional representative if there are issues you want to raise. We welcome your input.

[Click here](#) for details of all Executive Board members.

| | | | | | |
|--|---|---|--|--|---|
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