

Equality Impact Assessment Form

Policy Details

Name of policy:	Youth Justice Plan 2023-2026
Department:	Chief Executives
Who has been involved in completing the Equality Impact Assessment:	Youth and Justice Managers Youth and Justice Management Board - Statutory partnership
Relevant contact information for those involved:	via Carly Turner

Who is completing the EIA

Section 1

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Email

Section 1

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Subject: Equality Impact Assessment Form

Service name :

Email disclaimer:

Objectives and background

What is the proposal?:

The Youth Justice Board (YJB) require a Youth Justice (YJ) Plan from all Youth Justice Teams, The current plan that was overseen by the DEG in 2020 has concluded and the new YJ Plan has been complete to cover 2023-2026. The Plan covers all areas of business relating to Youth Justice and oversight of the Plan is through the Youth and Justice Management Board. This is a statutory partnership which comprises of Police, Police and Crime Commissioner, Integrated Care Board and LCC. It is chaired by Jane Moore, Director of Children's Services.

What change and impact is intended by the proposal? :

The change to the Plan is to adopt the format required by the YJB, update the areas of practice relate to YJ such as child exploitation, serious youth violence, prevention and diversion work and performance.

What is the rationale for this proposal?:

Local authorities have a statutory duty to submit an annual youth justice plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth justice partnership's responsibilities in producing a plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out how youth justice services in their area are to be provided and funded, how they will operate, and what functions will be carried out. The Youth Justice Sector acknowledge that the majority of the children who have contact with the criminal justice have been marginalised and have had a number of inequalities and negative experiences during their childhood, including their formative and early years. The focus of YJ Services is to address these inequalities for children and to challenge the systems and partnerships around them to bring about change. The YJ Sector is led by data and research that identifies both the national and local picture around equalities. From 1st April 2023, YJS will be responsible for the collation of data linked to 10 new Key Performance Indicators (KPI's) which will allow YJ Services and Management Boards to drill down to child level data concerning access to services such as mental health, substance misuse and suitability of educational placements and accommodation. The data will contribute to the national understanding of the needs of those children who have committed offences and will shape legislation going forward. The new KPIs also place responsibility on the Chair of the Management Board to obtain disproportionality data from statutory partners The first data set has been presented to the Board and this was from Leicestershire Police.

Evidence gathered

What equalities information or data has been gathered so far?:

There is a variety of research across youth justice in related to equality. This is academic research and from His Majesty's Inspectorate of Probation (HMIP) who have looked extensively into the cohort of youth justice children. The YJB and YJ Services are committed to a Child First approach in seeing children as children, second to any offending behaviour. The focus of the 2023-2026 Plan, and driven by the YJB, is the need to address over representation of groups within criminal justice. As a Service, we have access to a YJB summary disproportionality toolkit which enables YJ Services across England and Wales to understand any trends in relation to ethnicity. This can be drawn down to Local Authority and PCC level data to assist in understanding the issues that exist around ethnicity for children in the criminal justice system (CJS). There is also an over-representation of girls in Leicestershire.

What does it show?:

Research shows that children who enter the CJS have a large number of Adverse Childhood Experiences (ACE's) in their lives prior to their entry into the CJS. HMIP found that black and mixed heritage boys were disproportionately represented in the CJs cohort of children and this is the case in Leicestershire and Leicester City too.

What engagement has been undertaken so far?:

Engagement has been undertaken with the Youth and Justice Management Board as required by the Crime and Disorder Act as there is now a requirement for the Youth justice Plan to provide an action plan on addressing over-representation and the Plan has been developed and agreed by the Board in how this will happen. The Plan is a one-year plan, to be reviewed each year as part of the update. The Plan represents the ambition of the "We Care" strategy and the drive across Youth Justice to get things right for children.

What does it show?:

There is a commitment across the partnership to share data, address issues and to achieve the outcomes in the plan.

Benefits, concerns and mitigating action

Age

Section 1

What are the benefits of the proposal for those from the following groups?:

Children who access the YJ Service are aged 11-19. The benefits are that the Service is committed to preventing and diverting children away from youth justice and into the services that they require. The Service performs well in having a low number of first time entrants and this is supported by the adoption of the Child First approach and strong advocacy of the rights of the child and challenging the adultification of children.

Is there any specific risks or concerns?:

No

Disability

Section 1

What are the benefits of the proposal for those from the following groups?:

The service works with a number of children who are subject to Education, Health and Care Plans, or may have physical or mental health needs that impact on daily activities. The Service identifies these in individual plans, will advocate where needs are not identified and will ensure that the Service provided to children with disabilities is inclusive, such as providing appropriate adults, documentation that children can understand and explaining actions to children, parents, carers in a way that they understand.

Is there any specific risks or concerns?:

No

Race

Section 1

What are the benefits of the proposal for those from the following groups?:

In relation to race, there is a strong commitment from the Service and the YJB nationally to address issues of over-representation in relation to race. This means that the Service and the Partnership is committed to understanding the depth of the problem and taking actions to resolve these. These are contained in a plan to address over-representation and is a feature of the plan.

Is there any specific risks or concerns?:

Yes

What are the identified risks or concerns and how they will be mitigated?:

The over-representation of black and mixed-heritage boys is a local concern identified by LCC data and also that of the YJB summary tool which is due to be updated during Spring 2023. There is plan in place to start to address this which focuses on the understanding of race across the service, the creation of allies related to race, the interrogation of data across the partnership and quality assurance work to understand what factors contributed to the acceleration of this group of children into YJ and what we can learn to reduce through deep dive audits across the partnerships such as understanding if there is a heightened level of exclusions across this group, stop and search data, were services offered and accessed at the right time. Mitigation is through the building of strong relationships and the trusted adult role who are there for children and advocate strongly on their behalf. We have examples of where this advocacy has reduced the outcome for children where race and the impact of racism has been shared with the Court. The Service is committed to ensuring that the data around ethnicity s recorded correctly on Core+ (case management system) so that can contribute to an accurate dashboard of data when developed.

Sex

Section 1

What are the benefits of the proposal for those from the following groups?:

The Service is concerned about the growing number of girls within YJ. This is a national issue that continues into adulthood with the over-representation of females in adult criminal justice. The plan is set to understand and address this issue using a local data set across the partnership. The work is included in the YJ Plan.

Is there any specific risks or concerns?:

Yes

What are the identified risks or concerns and how they will be mitigated?:

The Service currently has a working group that meet to look at the offer for girls and how and why this needs to be different. The working group has set identified a small group of girls within YJ who are willing to share their voices and experiences to shape this work. There is planned research by HMIP to look at the experiences of girls in Youth Justice.

Gender Reassignment

Section 1

What are the benefits of the proposal for those from the following groups?:

There will be children within the cohort who are exploring their gender and the appropriate support will be accessed for them both through our LGBTQ+ group and community support should the child consent.

Is there any specific risks or concerns?:

No

Marriage and Civil Partnership

Section 1

What are the benefits of the proposal for those from the following groups?:

N/A

Is there any specific risks or concerns?:

No

Sexual Orientation

Section 1

What are the benefits of the proposal for those from the following groups?:

There will be children within the cohort who are considering their sexuality and the appropriate support will be accessed for them both through our LGBTQ+ group and community support should the child consent.

Is there any specific risks or concerns?:

No

Pregnancy and Maternity

Section 1

What are the benefits of the proposal for those from the following groups?:

There will be children within the cohort who become parents and the appropriate support will be access internally through CFWS pathways and social care where required. All practitioners will engage with professionals from the NHS as part of this work.

Is there any specific risks or concerns?:

No

Religion or Belief

Section 1

What are the benefits of the proposal for those from the following groups?:

The Service is committed to understanding and supporting children, families and carers and practitioners to ensure that they are enabled to fulfil their commitment to their religion or belief.

Is there any specific risks or concerns?:

No

**Other groups:
e.g., rural
isolation,
deprivation,
health
inequality,
carers, asylum
seeker and
refugee
communities,
looked after
children,
deprived,
armed forced,
or
disadvantaged
communities**

Section 1

What are the benefits of the proposal for those from the following groups?:

Looked After Children - Nationally looked after children are recognised as a group that are over-represented in youth justice services. Locally this is not the picture and this is closely monitored. There is a focus on ensuring that the 10 point checklist has been instigated by the Police when they are called to care home, thus ensuring that children are not entered into the criminal justice system by default of their care status and feeling stability. Partnership working with colleagues in children's social care is a strength. Gypsy, Roma and Traveller (GRT) children - This group of children can be over-represented in Youth Justice and this is an issue that we monitor locally due to the high number of settled communities across the County. There are challenges based on working with children from the GRT community which are around gaining the trust of the community and the frequent movement across the county and country at times. Again, we collect data on this group, work with children and their families on an individual basis and work in partnership with Children's Social Care and the Police when there are serious concerns and/or safeguarding.

Is there any specific risks or concerns?:

No

Action Plan and Recommendations

Action Plan

Section 1

<p>What concerns were identified??:</p>	<p>The issues around over-representation of certain groups within Youth Justice is both a local and national concern. The majority of the children are disadvantaged through their experiences and inequalities prior to entering into youth justice and there is a strong focus on addressing these inequalities at child, service and partnership level.</p>
<p>What action is planned?:</p>	<p>The Service has submitted a disproportionality action plan a part of the YJ Plan which will be updated yearly to recognise the actions taken, what has been achieved and what is still required.</p>
<p>Who is responsible for the action?:</p>	<p>The accountability for the action plan is with the Chair of the Youth and Justice Management Board, the partnership and the Service. The responsibility for the actions is with the Head of Youth Justice. The Youth Justice Plan is required to be published on the LCC website for transparency and accountability. Progress against the Plan is monitored by the YJB and is a condition of the Youth Justice Grant.</p>
<p>Timescale:</p>	<p>Three year plan updated annually.</p>

Way Forward

<p>How will the action plan and recommendations of this assessment be built into decision making and implementation of this proposal?:</p>	<p>The Plan is refreshed annually to ensure that it reflects the challenges and direction of the Youth Justice and Criminal Justice. The recommendations will be built into an operational plan that will contribute to the strategic plan and will be managed by the Youth and Justice Management Board.</p>
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How would you monitor the impact of your proposal and keep the EIA refreshed?:

Youth Justice is in a strong position around data and research and this continues to grow and shape service delivery, such as our work on understanding the offer to girls. The Child-First approach firmly grounds the advocacy of children being seen as children, before the behaviours that have resulted to them engaging with YJ Services. Due to the change of case management system from Careworks to Core+, the service has lost access to a suite of data dashboards and these are currently being developed to keep the Service in a strong place around live data. The new KPIs (14 in total) will assist in the identification of need and the response to this. All of these factors contribute to keeping the EIA refreshed and relevant. (This EIA has previously been completed on the wrong template and has been updated due to this).

Date of completion: 2023-04-03

consentMessageIds