

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Youth Justice Plan
Directorate	People
Service Area	Children - Integrated Services All
Type	New/Proposed Policy
EA Summary	To set out how, over the next 12 months, the Youth Offending Service Multi-Agency Partnership will provide services to prevent and reduce youth crime and improve outcomes for children, young people, and their families, thereby reducing the number of victims of crime and improving safety within communities
Reference Number	EA001453
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Policy and expected outcomes?	To set out, for the next 12 months, how the Youth Offending Service multi-agency partnership will provide services to prevent and reduce youth crime and improve outcomes for children, young people and victims of crime and anti-social behaviour in Birmingham. The strategy seeks to achieve the following: Objectives: Reduction in the number of young people offending, re-offending or committing anti-social behaviour Outcomes: Prevent and reduce youth crime. Improve outcomes for Birmingham's children and young people through a partnership approach Benefits: Young people, and the families of young people, who enter or are at risk of entering, the criminal justice system aged 10- 17 years. Reducing the number of victims of crime. Improving safety within communities
<u>Comment</u> The plan is consistent with the Early Help and Safeguarding Improvement Plan for Children's Services and contributes to the Council's Business Plan, which includes working together to make people safe, especially the most vulnerable; improving health and well-being and ensuring that young people are in education, training or employment. The plan details how partners in Birmingham will ensure that services for children and young people in the City are delivered in a manner which reduces youth crime and re-offending, protects the public from harm and promotes safeguarding and equality.	

For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	No
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

Comment

Data for the Youth Justice Strategic Plan has been taken from the period 1st April 2015 to 31st March 2016

The strategy within the Plan aims to reduce youth crime across the 10-17 age group and improve outcomes for vulnerable and disadvantaged groups.

The Plan highlights the positive work by the multi-agency partnership including reducing 'First-time entrants' and reoffending rates that are lower than the national average and the highest performing of the Core Cities.

The Plan highlights the different offending patterns, vulnerabilities and the needs of each gender and the differing responses to address this.

The Plan identifies the over-representation of Black young males within the criminal justice system and the range of actions being taken to address this. Whilst numbers continue to fall, year on year, black young males remain over-represented in both the criminal justice system and in the custodial population. Young people from a mixed heritage background are also over-represented in the criminal justice system. The service is actively addressing this over representation through the collation and analysis of information and data in order to better understand the causes and effects and to develop an improvement plan to bring about some redress. To this end the Service is utilising the Youth Justice Board's 'Disproportionality Toolkit' and has acted as a pilot site to develop the tool. The service also contributes to preventative work to reduce school exclusions and commissioning programmes to reduce gang affiliation which are significant to this agenda. In addition, the service also runs a 'Black Boys' programme that challenges mis-conceptions of masculinity specially from a cultural perspective and addresses matters in relation to healthy lifestyles.

Looked After Children (LAC) are an especially vulnerable group and their prevalence in the youth justice system is regularly monitored and reported on. The plan reports on the latest Local Authority return, which identifies that 4.6% of young people with a history of being looked after for longer than 12 months, had been given a caution or court outcome in the previous year. This is a reduction on the previous year of 6.8% and due mainly to support by Local Authority, Police and Crown Prosecution Service practices to reduce the inappropriate criminalisation of young people in care homes for minor offences such as criminal damage. The service is also working closely with Children's Services to ensure that Looked After Children (LAC) receive the correct level of support and that this is delivered consistently. In order to ensure that young people are not disadvantaged, by being allocated to a new worker when a new placement moves them from one area to another, the Service allocates worker to them from their 'home' team and this worker is responsible for ensuring they receive the necessary support and intervention, irrespective of where they are placed, either within the city or an out-of-city placement. In addition, work is continuing to streamline the case review process across agencies into a single meeting to improve integrated working and avoid unnecessary duplication.

The Plan identifies a range of Service interventions, all of which are sensitive to religious beliefs and observances as laid down in legislation and National Standards. The Service also runs interventions which are specific to British Asian/Muslim boys, which are designed to prevent radicalisation and promote greater life chances. The Service continues to work in partnership, at both a strategic and operational level, as a member of the Birmingham PVE Strategy Board, communicating closely with both the Birmingham City Council PVE Coordinator and the 'Channel' Co-ordinator, as well as working directly with the Security and Partnership Teams, being a member of the 'Channel' Panel and with local community and voluntary groups. These working relationship have allowed the Service to align itself with national strategy and interpret this to a local level, in addition to being aware of emerging local trends. The PVE Strategic Lead for the Service is an Assistant Head, and is supported, operationally, by a PVE Co-ordinator. The service continues to deliver a range of interventions for young people are vulnerable to the influence of violent and non-violent extremism. This includes one-to-one and group work interventions which challenge environments conducive to extremist narratives. Interventions for those at risk of right wing extremism have been delivered using resources designed by 'Rewind', a community interest company specialising in anti-racism work.

Other specialist interventions continue to be offered to young people; working in conjunction with Barnados, for those young people with communication disorders such as Autism and Asperger's syndrome, research has been identified that this group is amongst the most vulnerable to radicalisation and extremism.

The Plan identifies a range of Service interventions, all of which take into account both physical disability and mental health needs. The Plan highlights work undertaken to improve the emotional well-being of young people and to address the needs of young people with a range of emotional and behavioural problems including those on the autistic spectrum in partnership with Barnados.

The Service gains feedback from young people on orders, parents, victims and other stakeholders in a number of ways; the statutory review process, questionnaires and IT programmes including satisfaction measures

2.3 Analysis on Initial Assessment

The Youth Justice Strategic Plan supports key outcomes in relation to improved life chances for vulnerable people and safer communities. The Plan identifies the barriers for these cohorts, highlights progress made, and identifies ongoing actions to address performance across partner agencies including education and training providers. This strategy has been informed from consultation with partners and service users and utilises data and information, brought together from a variety of sources, to determine, amongst other outcomes, how inequality within the criminal

justice system can be effectively addressed.

Work is underway to address disproportionality in relation to race utilising the Youth Justice Board 'Disproportionality Toolkit' that will assist the Service to better understand the contributory factors and impact and to inform an improvement plan that will be driven and monitored by the Head of Service and senior management team. This work will be undertaken with the YOS partnership through the management board and in conjunction with the Youth Justice Board, which will enable wider national support and learning.

The Youth Offending Service is a member of, or represented in key partnerships and forums, providing the opportunity to highlight the needs and risks of those young people involved in the youth justice system, or at risk of entering it. These include the following: Birmingham Early Help and Safeguarding Partnership, Police and Schools Panels, Safeguarding Childrens Board, Substance Misuse Strategy and Commissioning Group, Birmingham Community Safety Police and Crime Board, Integrated Offender Management Strategic Group, Youth Violence Delivery Group, Prevent Strategy Group, NEET Action Group, Birmingham Youth Partnership and Strategic Child Sexual Exploitation Sub Group. These partnerships will continue to be utilised to develop common strategies and interventions in relation to addressing areas of disadvantage and inequality identified above. This work will involve the following:

Continuing to work with the Multi-Agency Gang Unit to maximise opportunities to manage high risk offenders and increase interventions that reduce risk and vulnerability; Prioritising attendance at the School and Police Panels: working collectively on strategies to prevent and reduce anti-social behaviour and youth crime; working directly with schools and Head Teachers where offending rates require more collaborative approaches; fulfilling the requirements under the Services Think Family Investment Agreement, which includes achieving positive outcomes for families defined under the agreement; developing relationships within the Think Family partnership, including Department of Work and Pensions staff, to promote training and employment opportunities for adults within families; continuing to develop partnerships with employment and training providers, thereby increasing the opportunities for young people through apprenticeships and other placement provisions, to improve outcomes; working alongside Barnados to develop services to reduce Child Sexual Exploitation and expanding the Female Gender Specific Programme.

3.6 Concluding Statement on Full Assessment

Despite the Service facing a challenging year specifically in relation to managing funding pressures, the Youth Justice Strategic Plan for 2016/17 will not adversely impact on the community, service users and victims of crime. Innovative, yet efficient proposals will be pursued to ensure that performance is improved upon and that matters in relation to inequality and discrimination are challenged and addressed.

In view of the Service having identified the relevant areas of inequality within the youth justice system and having the strategies and mechanisms in place to address this, I would conclude that there is not a need to progress to a further full assessment.

The Youth Justice Plan will remain a 'live' document and will feature as a main agenda item on the YOS management meetings as well as part of the YOS Board agenda.

Its actions and content will be monitored throughout the year as part of the YOS quarterly Performance meetings.

4 Review Date

19/09/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.