

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Youth Justice Strategic Plan 2017/18
Directorate	People
Service Area	Children - Children's Services
Type	New/Proposed Policy
EA Summary	This EA assesses the potential impact on equalities of the proposal in the Youth Justice Strategic Plan 2017/18. The plan sets out for 2017/18, 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
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Introduction

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

Initial Assessment

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 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The plan sets out for 2017/18 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.

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

Children: A Safe And Secure City In Which To Learn And Grow	Yes
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Comment:

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.

Health: Helping People Become More Physically Active And Well	No
Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

Comment:

The plan includes working together to ensure that young people are in education, training or employment

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

The plan must set out how local youth justice services are to be provided and funded and the support that will be offered to young people who become involved in the criminal justice system and their families. The strategy in the plan aims to reduce youth crime across the 10-17 age group and improve outcomes for vulnerable and disadvantaged groups. Each year the service works with approximately 1,300 young people on both preventative and statutory programmes

Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

Comment:

The plan sets out how strong partnership working is essential across criminal justice and

children's welfare services to ensure continuous improvements in outcomes related to the prevention and reduction of offending by young people, public protection and the safeguarding of children and young people.

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	No
Religion or Belief	Relevant	No
Sexual Orientation	Not Relevant	No

2.4 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.

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.

The work of the youth offending partnership in 2017/18 will involve: 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 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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Comment:

The Plan is primarily aimed at the 10-17 year old age group, which is the core group for the work of the Youth Offending Service for those subject to Court orders and other disposals. In the period April 2016 to March 2017, the Service worked with 1601 young people on court ordered and preventative programmes, which compared with 1369 young people in 2015/16, representing an increase of 16.9%. The majority of young people worked with during 2016/17 were male (85.20%). Females accounted for 14.80% of the total cohort. In addition, the Service worked with approximately 3500 parents and siblings under its 'Think Family' responsibilities.

3.1 Disability - Assessment Questions

3.1.1 Disability - Relevance

Disability	Relevant
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Comment:

The plan sets out how partners will work together to support children and young people who are experiencing emotional and mental health problems. Children and young people's mental health disorders affect 10-20% of children and young people. Common mental health disorders and difficulties encountered during childhood and the teenage years include: .

- . ADHD (Attention Deficit Hyperactivity Disorder);
- . Autism and Asperger Syndrome (the Autism Spectrum Disorders, or ASD);
- . Emotional and behavioural problems;
- . Conduct Disorder;
- . PTSD (Post-Traumatic Stress Disorder);
- . OCD (Obsessive Compulsive Disorder);
- . Depression; Eating Disorders; Bullying; Anxiety.

3.1 Religion or Belief - Assessment Questions

3.1.1 Religion or Belief - Relevance

Religion or Belief	Relevant
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Comment:

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

3.1 Gender - Assessment Questions

3.1.1 Gender - Relevance

Gender	Relevant
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Comment:

The Plan identifies the breakdown of the client group in respect of gender. In terms of the gender of the young people worked with during 2017/18. Figures show that the majority of young people worked with were male (1364, 85.20%). Females accounted for 237 clients (14.80%).

The Plan contains information about the Female Gender Specific (FGS) unit within the Youth Offending Service which has been developing since 2013. This programme is managed by the Service and the intensive activity provided is additional to core work, which is delivered in an integrated way through Youth Offending Service preventative staff applying the Barnardos Four A's Framework. The Unit utilizes a programme based on the well researched and validated model 'Oregon's (USA) Guidelines for Effective Gender Specific Programming for Girls (2000)' which advocates a holistic approach to working with young women.

3.1 Race - Assessment Questions

3.1.1 Race - Relevance

Race	Relevant
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Comment:

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, including contributing to preventative work to reduce school exclusions and commissioning programmes to reduce gang affiliation which are significant to this agenda. Work is also underway to address disproportionality in relation to race utilising the Youth Justice Board 'Disproportionality Toolkit' that is assisting the Service to better understand the contributory factors and impact and to inform an improvement plan that is being driven and monitored by the Head of Service and senior management team.

3.1 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 2017/18 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

03/07/18

5 Action Plan

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