

Title of proposed EIA	Youth Justice Strategic Plan 2019/22
Reference No	EQUA310
EA is in support of	New Strategy
Review Frequency	No preference
Date of first review	04/05/2020
Directorate	Education and Skills
Division	Birmingham Children's Trust
Service Area	Youth Offending Service
Responsible Officer(s)	■ Trevor A Brown
Quality Control Officer(s)	■ Trevor A Brown
Accountable Officer(s)	■ Dawn Roberts
Purpose of proposal	The Youth Justice Strategic Plan sets out how youth justice services are to be provided and funded and how the Youth Offending Teams are to be composed and funded, how they are to operate, and what functions they are to carry out.
Data sources	Survey(s); Consultation Results; Statistical Database (please specify)
Please include any other sources of data	None
<b>ASSESS THE POTENTIAL IMPACT AGAINST THE PROTECTED CHARACTERISTICS</b>	
Protected characteristic: Age	Service Users / Stakeholders
Age details:	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 01/04/2018 to 31/03/2019, the Service worked with 778 young people on Court ordered programmes and those subject to Youth Conditional Cautions. The Service also worked with a total of 138 young people on anti-social behaviour disposals and specialist programmes such as: harmful sexual behaviour (7-17 years) and funded preventative programmes. In addition, the Service directly supported 118 victims of youth crime and triaged 299 Community Resolutions. Additionally, the Service has provided services for 68 young people on Court

Orders that are the responsibility of other local authorities but are placed in Birmingham under the YJB's 'Caretaking' responsibilities.

Protected characteristic: Disability

Disability details:

Service Users/ Stakeholders

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 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

Protected characteristic: Gender

Gender details:

Service Users/ Stakeholders

The Plan identifies the breakdown of the client group in respect of gender. Offending remains a predominantly male activity. Young men accounted for 532 (84.4%) and young women 98 (15.6%) of the young people who had offences proven against them in 2018/19. In 2018/19, of the 1502 proven offences committed, 1281 (85.3%) offences receiving a substantive outcome were committed by young men and 221 (14.7%) by young women. This gives a rate of 2.41 offences per person for males and 2.26 for females. There is a difference in the nature of offences committed by each gender. Though the number of young females involved in offences is much lower than young men, young females

have a far higher proportion of offences in the violence against the person category.

The plan contains information about the female Gender Specific (FGS) programme run within the Service, which has been developing since 2013. This programme is managed by the Service and the intensive activity is additional to core work and is delivered in an integrated way by Youth Offending Service staff applying the Barnardo's Four A's Framework. The programme is 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.

Protected characteristics: Gender Reassignment

Not Applicable

Gender reassignment details:

Protected characteristics: Marriage and Civil Partnership

Not Applicable

Marriage and civil partnership details:

Protected characteristics: Pregnancy and Maternity

Not Applicable

Pregnancy and maternity details:

Protected characteristics: Race

Service Users/ Stakeholders

Race details:

The Plan identifies 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 is significant to this agenda and is also working with faith based organisations to address issues.

Work is underway to address disproportionality in relation to race, utilising the Youth Justice Board's (YJB) 'Disproportionality Toolkit' that is assisting the Service to better understand the contributory factors and impact and to inform an improvement plan that is driven and

monitored by the Head of Service and Senior Management Team.

The Service's intervention programmes take into account the cultural and religious needs of the young person and their family observances as laid down in legislation and National Standards. The programmes promote better behaviour by young people, which is reinforced by the compliance and breach procedures. Group work establishes the opportunity for all young people to interact in a positive manner and Restorative Justice approaches ensure that victims are supported and young offenders can take responsibility for their actions. The Service

The Service engage s translation services where necessary and has actively recruited staff with appropriate language skills to work with groups of young people who speak very little English

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Service Users/ Stakeholders

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.

Protected characteristics: Sexual Orientation

Sexual orientation details:

Not Applicable

Please indicate any actions arising from completing this screening exercise.

All areas identified as containing inequalities and disproportionality have been addressed in the Youth Justice Strategic Plan Priorities for 2019/22

please indicate whether a full impact assessment is recommended

NO

What data has been collected to facilitate the assessment of this policy/proposal? The plan outlines our current performance against national

indicators and local targets benchmarked against comparators; outlines the latest evidence on what works and outlines the priorities for 2019 -2022 (which will be refreshed and updated annually) and has been informed by self-assessment surveys by young people. Information has been collected from the Youth Offending Service management information system, Youth Justice Board data and partnership information and data.

Consultation analysis

The Plan is informed by feedback received from service users, which has helped to shape this strategy and the policies and practices in relation to the interventions that support desistance and build resilience within families.

Adverse impact on any people with protected characteristics.

Despite the Service facing a challenging period in relation to managing funding pressures, the Youth Justice Strategic Plan for 2019/22 will not adversely impact on those with protected characteristics and the wider community. Innovative and 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.

Could the policy/proposal be modified to reduce or eliminate any adverse impact? The actions and priorities within the, Youth Justice Strategic Plan are broad and wide ranging in order to reduce any adverse impact on those groups with protected characteristics and the wider community.

How will the effect(s) of this policy/proposal on equality be monitored?

The Youth Justice Plan will remain on the agendas of the Youth Offending Service Management Board and its actions and content will be monitored throughout the year as part of YOS quarterly Performance Meetings

What data is required in the future?

Data from YOS systems, Youth Justice Board and Partnership information will

Are there any adverse impacts on any particular group (s)

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

be required in order to effectively monitor the actions and targets set out within this Plan.

No

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 partnership 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 Birmingham Early Help Partnership, Police and Schools Panels, Safeguarding Children's Partnership, Substance Misuse and Commissioning Group, Birmingham Community Safety Partnership, Birmingham Gangs and Gangs and Serious Organised Crime Strategic Board, Integrated Offender Management Strategic Group, NEET Action Group, Prevent Strategic Group, CASS/MASH Partnership and 0-18 Mental Health Transformation Board. These partnerships will continue to be utilized to develop common strategies and interventions in relation to addressing areas of disadvantage and equality.

Consulted People or Groups

Informed People or Groups

Summary and evidence of findings from your EIA

The work of the Youth Offending Partnership over the period of this strategy will continue to be utilised to develop common strategies and interventions in relation to addressing areas of disadvantage and equality. This work will involve: continuing to work with the Multi-Agency Gangs Unit to maximise opportunities to manage high risk offenders and increase interventions that reduce risk and vulnerability; prioritising attendance at the Police and School Panels to work collectively 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 Service's Think Family Investment Agreement, which includes achieving positive outcomes for families defined under the agreement; developing relationships within the Think Family Partnership, including with 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 and working alongside partners to develop services to reduce Child Sexual Exploitation and expanding the female Gender Specific Programme

In view of the Service having identified the relevant areas of inequality within the youth justice system and having strategies and mechanisms in place to address this would conclude that,

there is not a need to progress to a further full assessment.

QUALITY CONTROL SECTION

Submit to the Quality Control Officer for reviewing?

No.

Quality Control Officer Comments

Areas of inequality and disproportionality are clearly identified within the Strategic Plan and mitigating actions put in place address these. Agree that a full assessment is not required

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?

Yes

Decision by Accountable Officer

Date approved / rejected by the Accountable .Officer


Reasons for approval or rejection

Please print and save a PDF copy for your records

Yes

Content Type: Item

Version: 42.0

Created at 04/06/2019 04:51PM by  Trevor A Brown

Last modified at 10/06/2019 02:52 PM by Workflow on behalf of  Trevor ABrown

Close