

Title of proposed EIA	Youth Justice Strategic Plan 2018/19
Reference No	EQUA188
EA is in support of	New Strategy
Review Frequency	Annually
Date of first review	06/05/2019
Directorate	Children and young people
Division	Birmingham Children's Trust
Service Area	Youth Offending Service
Responsible Officer(s)	<input type="checkbox"/> Trevor A Brown
Quality Control Officer(s)	<input type="checkbox"/> Trevor A Brown
Accountable Officer(s)	<input type="checkbox"/> Dawn Roberts
Initial equality impact assessment of your proposal	<p>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.</p> <p>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; Birmingham Early Help and Safeguarding Partnership, Police and Schools Panels, Safeguarding Children's Board, Substance Misuse and Commissioning Group, Birmingham Community Safety, Police and Crime Board, INtegrated Offender Management Strategic Group, NEET Action Group, Prevent Strategy Group, Strategic Child Sexual Exploitation Sub-Group, CASS/MASH Partnership</p>

Forum, 0-18 Mental Health Transformation Board and Birmingham Guns and Organised Criminality Strategic Group. These partnerships will continue to be utilised to develop common strategies and interventions in relation to addressing areas of disadvantage and inequality.

The work of the youth offending partnership in 2018/19 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 and working alongside partners to develop services to reduce Child Sexual Exploitation and expanding the Female Gender Specific Programme.

Protected characteristic: Age

Age details:

Service Users / Stakeholders

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 2017 to March 2018, the Service worked with 968 young people on court ordered and preventative programmes. 549 (56.7%) of these were existing clients. The majority of young people worked with during 2017/18 were male (849, 87.7%). Females accounted for 119 clients (12.3%). 17 year olds were the most prevalent age in the Service's caseload. In addition, the Service worked with approximately 5500 parents and siblings under its 'Think Family' 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 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

Protected characteristic: Gender

Gender details:

Service Users / Stakeholders

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 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.

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 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 and is also working with faith-based organisations to address issues.

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.

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 engages 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.

The Service runs interventions which are specific to British Asian/Muslim boys, which are designed to prevent radicalisation and promote greater life chances. Work is also on-going to reduce extremism by white young people.

The Service runs a young black men's empowerment programme, 'The Journey', which aims to strengthen protective factors to enable desistance from offending.

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

Consulted People or Groups

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.

Informed People or Groups

Summary and evidence of findings from your EIA

Despite the Service facing a challenging year specifically in relation to managing funding pressures, the Youth Justice Strategic Plan for 2018/19 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 on the agendas of YOS management meetings and YOS Management Board. Its actions and content will be monitored throughout the year as part of the YOS quarterly Performance meetings

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Thorough initial assessment addressing all relevant areas. Measures are in place to address and mitigate risks in relation to the disproportionate impact of this strategy on all persons with protected characteristics and therefore 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

Approve

Date approved / rejected by the Accountable Officer

14/11/2018

Reasons for approval or rejection

Accurate assessment
Full EINA not required

Please print and save a PDF copy for your records

Yes

Content Type: Item

Version: 27.0

Created at 06/11/2018 12:58 PM by ☐ Trevor A Brown

Last modified at 14/11/2018 05:27 PM by Workflow on behalf of ☐ Dawn Roberts

Close