

Equality Impact Assessment (EqIA)

Guidance is available on the [Intranet](#). Completion of an EqIA should be proportional and relevant to the anticipated impact of the project on equalities. The form can be tailored to your project and should be completed before decisions are made. Key EqIAs should be reviewed by the Business Manager or Head of Service and sent to the Equality and Diversity team to publish. For support and advice please contact equalities@hertfordshire.gov.uk.

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	Herts Youth Justice Strategic Plan 2017-18	Head of Service or Business Manager	Andy Manson
Names of those involved in completing the EqIA:	Jeanette Williams Nick Smith	Lead officer contact details:	Nick Smith
Date completed:	15 November 2017	Review date:	October 2018

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

<p>Proposal objectives: – what you want to achieve – intended outcomes – purpose and need</p>	<p>Hertfordshire Youth Justice is required by the Crime and Disorder Act 1998 to submit an annual Youth Justice Plan . The Plan outlines structure and governance, partnership arrangements, resources and value for money, challenges and risks to future delivery, national and local priorities for Youth Justice to reduce offending and reoffending by children and young people aged 10-17 years. The service aims to ensure equal, fair and proportionate treatment of all young people and their families in the Youth Justice system that are often amongst the most disadvantaged and vulnerable in our communities. The over-representation of young people from a Black and Minority Ethnic (BME) background in the criminal justice system is widely recognised in research and national statistics as are the emotional and mental health needs of young offenders and high custody levels of Children Looked After (CLA) young people, these have been a focus of previous strategies and remain key priority areas for Youth Justice in terms of equalities.</p>
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<p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p>	<p>Service users are young people in the Youth Justice system and their parents/carers, victims of youth crime and local communities, Courts as well as partner agencies who each contribute staff and funding to the multi –agency delivery of Youth Justice –Police, wider County Council Children Services, National Probation Service and Child and Adolescent Mental Health Services. Youth Justice / Targeted Youth Support staff</p>
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STEP 3: Available data and monitoring information

<p>Relevant equality information Data for young people entering the Youth Justice system is collected locally. This includes gender, age, ethnicity and address, offence types, Court and Pre Court outcomes. Data on young offenders who are CLA and not in Education Training or Employment are also collected and monitored. Local data is supported by national data produced by the Youth Justice Board/ Ministry of Justice based on Herts data for First Time entrants to the Youth Justice system, and young people’s reoffending and custody rates (See Appendix 2 Herts Youth Justice Strategic Plan 2017-18).</p> <p>Herts Community profile data https://www.hertfordshire.gov.uk/microsites/herts-insight/topics/local-communities.aspx</p>	<p>What the data tell us about equalities First time entrant trend data shows that young people are fairly evenly spread across geographical areas in Hertfordshire, and BME young people make up approximately 25% of these, reflecting the national trend where BME young people are over represented in the criminal justice system. Girls make up between 16-18% of Herts young offenders. Data is regularly scrutinised and disseminated.</p> <p>Hertfordshire’s population will become larger and more diverse over the next decade. This growth is not evenly distributed across the age range. By 2021 42.6% of the population will either be under 20 or over 65. The number of young people is forecast to increase, with 0-19s up by 11.3% and 0-5s up by 11.7%. The County Council’s community profile data shows that 69,000 people in Hertfordshire have a disability. This includes 23,000 people with a severe physical disability. Around 26,000 people have a learning disability. The 2011 Census shows that the Hertfordshire population has become increasingly ethnically diverse over the last ten years and this trend is likely to continue. 19.2% of Hertfordshire residents identified themselves in the 2011 Census in ethnic</p>
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	groups other than White British, compared to 11.23% in 2001.
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STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
Age	The majority of young offenders are 14-17 years with highest risk young people aged 16/17 years.	Experienced staff are utilised to work with high risk young people. Resources and programmes utilised by staff are child focused and appropriate to their age. Support is provided to enable young people to meet the requirements of their Court Order including transport / fares/ accessible meeting places / home visits Staff receive training and support to identify and meet the needs of young people
Disability Including Learning Disability	Limited data is available but young people with special education needs are identified in all 'Assetplus' assessments which are undertaken for all young offenders, and referral to the Youth Justice Education or Health practitioners are made where necessary. Recent internal analysis of Assetplus assessments indicate emotional behavioural and mental health needs as the most prevalent type of special education need in the cohort of young offenders. Other learning needs identified in this vulnerable group are low literacy levels and Attention Deficit Hyperactive Disorder	Disability and mental health needs are assessed as part of the structured assessment frame work undertaken for all young offenders. Programmes are individually tailored to take account of learning needs . Dedicated Education and health workers in the teams undertake specialist assessment, support and link to relevant provision where needs are identified.
Race	BME young people are overrepresented in the criminal justice system	Resources and intervention programmes utilised with young people are evidence based and

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
	<p>nationally and locally. This is monitored regularly and raised in forums at operational and strategic levels to influence service planning and delivery as well as training needs for staff. The needs of BME young people are identified in the Assetplus assessment which includes a young person's and parent self-assessment, and these inform the young person's supervision plan.</p> <p>Equality and diversity is an integral part of the Assetplus assessment which is undertaken for all young offenders, reports for courts and audit framework and includes feedback to managers, staff and court user groups/ magistrates.</p>	<p>reflect diverse needs of young people.</p> <p>Staff training workshops will be focused on understanding the level of BME young people in the Youth Justice system and understand their distinct needs and ensure effective responses and interventions.</p> <p>Group programmes target specific offences (weapons/car crime) and take account of diversity.</p> <p>Scrutiny of all cases where young people are sentenced to custody</p>
Gender reassignment	<p>Limited Data is available but young people's needs are identified in Assetplus assessments and taken into account in interventions</p>	<p>Monitoring via the Youth Justice assessment audit process and staff case management supervision takes place to ensure young people's assessments meet individual needs that are identified, and are used as a guide to devise and provide any necessary training to staff.</p>
Pregnancy and maternity	<p>Information is in individual case files which is not routinely collated but young people's needs are identified in Assetplus assessments and taken into account in interventions</p>	<p>Monitoring via the Youth Justice assessment audit process and staff case management supervision takes place to ensure young people's assessments meet individual needs that are identified, and are used as a guide to devise and provide any necessary training to staff.</p>
Religion or belief	<p>There is limited data in respect of young people's religion. This is identified in</p>	<p>Monitoring via the Youth Justice assessment audit process and staff case management</p>

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
	Assetplus assessments and taken into account in interventions with young people and families	supervision takes place to ensure young people's assessments meet individual needs that are identified, and are used as a guide to devise and provide any necessary training to staff. The resources and programmes used by staff to address these issues reflect the diverse needs of young people.
Sex	Females make up 16-18% of young offender in Herts which is in line with the national picture. The low numbers means that young females offenders distinct needs may not be recognised and that gender neutral approaches are utilised by staff.	Gender specific programmes are utilised by staff to address specific issues for young females. Staff training workshops will take place to explore the needs of young female offenders
Sexual orientation	There is no data on this although young people's needs are identified in Assetplus assessments and taken into account in interventions.	Monitoring via the Youth Justice assessment audit process and staff case management supervision takes place to ensure young people's assessments meet individual needs identified and are used as a guide to devise and provide any necessary training to staff. The resources and programmes used by staff to address these issues reflect the diverse needs of young people.
Marriage & civil partnership	There is no data collected on this although young people's needs are identified in Assetplus assessments and taken into account in interventions	Monitoring via the Youth Justice assessment audit process and staff case management supervision takes place to ensure young people's assessments meet individual needs identified
Carers (by association with any of the above)	Parent self-assessment is part of Youth Justice Assetplus assessment.	This ensures parent /carers are engaged and fully informed where possible
Carers and CARE ACT 2014	From April 2015, carers will be entitled to an assessment of their own needs in the same way as those they care for. If the focus of your EqIA relates to care and support, consider carers' new rights	

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
	and see the Care Act pages on Compass for more guidance	
Opportunity to advance equality of opportunity and/or foster good relations		
<p>The Plan outlines structure and governance, partnership arrangements, resources and value for money, challenges and risks to future delivery, national and local priorities for Youth Justice to reduce offending and reoffending by children and young people aged 10-17 years.</p> <p>The service aims to ensure equal, fair and proportionate treatment of all young people and their families in the Youth Justice system that are often amongst the most disadvantaged and vulnerable in our communities</p>		

STEP 4a: Impact Assessment – Staff (where relevant)

A restructure of the service is one of the proposals in the strategy. HCC has a policy and guidance of principles, values, and expectations relating to Organisational Change, Redundancy and the Priority Application Process. Specific staff-related equality impact assessments will be completed if necessary and managers will be supported to ensure any negative impacts are mitigated against. This includes:

- Consideration of flexible working arrangements.
- Support from Staff support networks.
- Access to Carewell, confidential advisers and a range of resources to help staff.
- Robust policies to protect staff and specific policies for pregnant staff and staff on maternity leave.
- Continual monitoring of the impact on staff.
- Additional leave allowances for disability and pregnancy related illness.
- Our policy on equal opportunities for staff is set out in Putting People First.”

STEP 5: Gaps identified

<p>Gaps identified Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on Compass). How will you make sure your consultation is accessible to those affected?</p>	<p>Feedback from young people and parents /carers is routinely sought at the end of our intervention with them. This could be strengthened by greater participation opportunities for young people to inform service design. The Youth Justice Board Participation Strategy Nov 2016 https://yjresourcehub.uk/yjb-effective-practice/youth-justice-kits/item/364-yjb-launches-young-person-participation-strategy.html will provide a platform for this and is being launched with staff alongside consultation with regional Youth Justice Services</p> <p>In the pending service restructure it will be important to ensure accessible buildings are still available for use with young</p>
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	people for group and individual programmes to take place and that these are accessible
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STEP 6: Other impacts

Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> No equality impacts identified – No change required to proposal.	
<input type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	
x <input type="checkbox"/> Potential equality impacts identified – Take ‘mitigating action’ to remove barriers or better advance equality. – Complete the action plan in the next section.	There is the potential for minimal equality impacts on young people – particularly in relation to disability and race - but these are being addressed as part of service plans and will continue to be considered in future service planning.
<input type="checkbox"/> Major equality impacts identified – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact.	

STEP 8: Action plan

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Issue or opportunity identified relating to: <ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 	Action proposed	Officer Responsible and target date
Promote the voice of young people in the youth justice system	Re-Launch of Youth Justice Board Participation Strategy 2016 Consultation Event with service users	Nick Smith January 2018 Nick Smith Feb 2018
Pending and during completion of Service restructure ensure young people’s accessibility to staff and suitable delivery venues is maintained	Incorporate possible impact on service users into pending service restructure planning including ensuring venues are accessible and suitable for one to one and group programmes and Referral Order Panels.	Nick Smith March 2018

This EqIA has been reviewed and signed off by:

Head of Service or Business Manager:

Date:

HCC’s Diversity Board has asked the Equality team to compile a central list of EqIAs so a random sample can be quality assured. **Please email a copy of this EqIA to the Equality team at equalities@hertfordshire.gov.uk**

Thank you.