

# HARINGEY COUNCIL

## EQUALITY IMPACT ASSESSMENT FORM



**Service:** Youth Offending Service (YOS)

**Directorate:** Children and Young People's Service

**Title of Proposal:** Haringey Annual Youth Justice Plan

**Lead Officer (author of the proposal):** Linda James

**Names of other Officers involved:** N/A

### Step 1 - Identify the aims of the policy, service or function

Youth Offending Services were set up in 2000 as a result of the Crime and Disorder Act 1998. This Act commits local authorities to address youth crime by the establishment of youth justice services. The act also defines statutory partners with the local authority as being the police, probation and health services. The work of the Youth Offending Services is overseen by the Youth Justice Board (YJB) whose primary purpose is 'to work to prevent offending and re-offending by children and young people under the age of 18, and to ensure that custody for them is safe, secure and addresses the causes of their offending behaviour'. The Crime and Disorder Act 1998 requires the Youth Offending Service to draw up an Annual Youth Justice Plan which addresses national and local priorities and includes details of resources and partnership arrangements.

### Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.

[http://harinet.haringey.gov.uk/index/news\\_and\\_events/fact\\_file/statistics/census\\_statistics.htm](http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm)

***2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:***

- are significantly under/over represented in the use of the service, when compared to their population size?***

- **have raised concerns about access to services or quality of services?**
- **appear to be receiving differential outcomes in comparison to other groups?**
- Nationally, young black men and those of mixed heritage have long been over-represented within the criminal justice system.
- There has been an increase in serious youth violence over the years in Haringey and young black men continue to be over-represented in the youth justice system. In Haringey 47.4% of the offending population are African/Caribbean compared to 26.9% estimated population 09/10,
- There has been an increase in involvement of young people in gangs/post code tensions- again young black men are overrepresented in relation to street crimes. 70% of Robberies during 2010 were committed by male black youths.
- Haringey YOS monitors ethnicity regularly in order to respond to the changing make-up of the local population. In relation to BME – this group represents 89% of the Haringey YOS caseload (Jun 10). Particularly prevalent are young people from Somalia, Congo, the Caribbean, Romania, Turkey & Bulgaria.
- Due to budget reductions and a consequent re-structure, some group work directed at the BME community has ceased, but negotiations with partner agencies are underway to combat this.
- The last YOS caseload “snapshot” in December indicated a rise in the number of young women coming to the attention of the YOS. This may be due to the increase in the number of Roma young women committing theft offences, but further detailed analysis is required.
- It has been possible to retain the Turkish speaking worker for another year.

**2 b) What factors (barriers) might account for this under/over representation?**

The over-representation of BME young men within the criminal justice system is a national issue which the youth justice services and partner agencies have been seeking to redress for a number of years but with little success. Factors which contribute to this range from institutional racism, poverty, lack of educational and other opportunities to poor self-esteem and peer group pressures. The increase in young women is considered to be largely due to the number of Roma young women involved in thefts.

**Step 3 - Assessment of Impact**

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

**3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)**

Increase barriers?	Reduce barriers?	No change X
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**Comment**

**3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?**

The issue of over-representation is wider than just the YOS and is the responsibility of every agency within the criminal justice system. Locally, the YOS will continue to monitor ethnicity, even though this is no longer a national indicator. Negotiations are taking place with the Met. Police black police officers association to run the Voyage group work programme in Haringey for young black men; the YOS is the single point of contact for the Mayor's black boys mentoring project in Haringey.

Within the YOS, quality assurance procedures are used to ensure discrimination does not take place in our work.

The number of young women coming to the attention of the YOS will continue to be monitored and further analysis carried out in relation to ethnicity and offences. Currently, the YOS is not in a position to re-start the young women's group which ended when the group worker post was deleted. The possibility of linking with a Romanian speaking worker within CYPS is being investigated.

**3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?**

See 3b

#### **Step 4 - Consult on the proposal**

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

**4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?**

YOS staff and members of the YOS Partnership Board have been consulted as they represent the partner agencies. The issue of the increase in numbers of young women coming to the attention of the YOS was raised and has been included in the EIA as a result

There has been insufficient time to consult young people on the plan but they were consulted recently in relation to the YOS re-structure and expressed concerns about the lack of group work for specific groups – particularly BME groups - and the possibility of losing the Turkish speaking worker.

**4 b) How, in your proposal have you responded to the issues and concerns from consultation?**

Responses include in proposal

**4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?**

Youth Justice Annual Plan and EIA will be available on Haringey website once approved by the Youth Justice Board.

### Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

***Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?***

Staff have already received diversity training and are encouraged to access any further in-house training available within Haringey. The YOS is also fortunate to have 59% BME staff and a Turkish speaking worker within its structure. Finally, the YOS also runs a Diversity Forum which addresses provision/services for BME groups within Haringey.

## **Step 6 - Monitoring Arrangements**

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

***What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?***

- ***Who will be responsible for monitoring?***
- ***What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?***
- ***Are there monitoring procedures already in place which will generate this information?***
- ***Where will this information be reported and how often?***

As outlined in the Youth Justice Plan 2011-2012, the YOS will continue to monitor ethnicity quarterly, although this is no longer a requirement from the Youth Justice Board. This work is undertaken by the YOS data analyst. This will allow us to monitor trends and changes and to undertake additional analysis as necessary – this has been done in the past with particular reference to Turkish/Kurdish, Somali, Congolese and Romanian groups. This information is fed back to the YOS Partnership Board which meets quarterly. The Board is made up of senior representatives of the statutory partner agencies.

The YOS produces a caseload “snapshot” twice a year which also includes ethnicity and once a year an offence analysis, including ethnicity, takes place. This information is used by the YOS Diversity Forum to identify areas of work to prioritise and fed back to partner agencies at the YOS Partnership Board.

## Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

<b>Age</b>	<b>Disability</b>	<b>Race</b>	<b>Sex</b>	<b>Religion or Belief</b>	<b>Sexual Orientation</b>	<b>Gender Reassignment</b>	<b>Marriage and Civil Partnership</b>	<b>Pregnancy and Maternity</b>
None – YOS deals with 10 to 18 year olds.	None – physically the office is disability compliant	Need to monitor BME groups as outlined above	Gender is monitored as part of caseload snapshot, as only 29% caseload are female but this is rising	None – recorded on database	None – not recorded	None – not recorded	None	None

## Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

<b>Issue</b>	<b>Action required</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
Over- representation BME groups	<ul style="list-style-type: none"> <li>1. Quarterly monitoring</li> <li>2. 6 monthly caseload snapshot</li> <li>3. Introduction of Voyage programme</li> <li>4. Introduction of black boys mentoring scheme.</li> </ul>	<ul style="list-style-type: none"> <li>1. Data analyst</li> <li>2. Data analyst</li> <li>3. Senior Outreach officer</li> <li>4. Senior Outreach officer</li> </ul>	<ul style="list-style-type: none"> <li>1. Quarterly</li> <li>2. 6 monthly</li> <li>3. End March 2012</li> <li>4. End March 2012</li> </ul>	<ul style="list-style-type: none"> <li>1. Within YOS resources</li> <li>2. Within YOS resources</li> <li>3. YOS to provide premises</li> <li>4. Unknown but scheme being contracted to</li> </ul>

	5. Continuation of Diversity Forum 6. Investigate possibility of Romanian worker assisting in YOS	5. Team Manager 6. YOS strategic manager	5. End March 2012 6. End June 2011	voluntary sector 5. Some running costs depending on activities identified 6. Within YOS resources
Increase in numbers of young women known to YOS	Additional analysis of this group to identify their needs are being met.	Data analyst	End June 2011	Within YOS resources.

## Step 9 - Publication and sign off

*There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.*

### *When and where do you intend to publish the results of your assessment, and in what formats?*

The Haringey Annual Youth Justice Plan 2011-2012 will be presented to the Children's Trust and SCEB and put on the Haringey website with the EI Assessment. The Plan will be submitted to the Youth Justice Board as required.

#### **Assessed by (Author of the proposal):**

**Name:** Linda James

**Designation:** YOS strategic Manager

**Signature:** L M James

**Date:** 05/05/2011

#### **Quality checked by (Equality Team):**

**Name:** Inno Amadi

**Designation:** Senior Policy Officer

**Signature:**

**Date:**

#### **Sign off by Directorate Management Team:**

**Name:** Ian Bailey

**Designation:** Deputy Director CYPS

**Signature:**

**Date:**