

# Diversity impact assessment

<b>TITLE</b> <i>Name/description of the issue being assessed</i>	<b>Youth Justice Strategic Partnership Plan</b>
<b>DATE</b> <i>Date the DIA is completed</i>	<b>January 2020</b>
<b>LEAD OFFICER</b> <i>Name of person responsible for carrying out the DIA.</i>	<b>Andrew Willetts</b>

## 1 Summary description of the proposed change

The Crime and Disorder Act 1998, requires Local Authorities to have a Youth Justice Plan which is annually updated to set out how youth justice will be delivered locally within available resources.

This Plan will cover a 3 year period form 2020 – 2023 and has been co-produced with Youth Justice Partnership Board (YJPB) members and influenced by national research and evidence of effective practice and has taken examples across National Partnerships.

It will be refreshed each year, reflecting any changes to the national and local youth justice landscape which impact on the strategic priorities and the way in which the whole youth justice partnership will deliver a range of services designed to reduce youth offending within Medway.

The strategic priorities, which will underpin our action planning cycle over the 3-year period, are congruent with the principal aims of the youth justice system. They are:

- Prevent Youth Crime**
- Reduce Re-offending**
- Safeguard young people from harm**
- Protect the public from harm**

Our ambition is that, through effective partnership working, children and young people at risk of, or involved in offending, will be engaged and supported to lead safe, law abiding lives, in order to reach their full potential and make a positive contribution to their community.

# Diversity impact assessment

The YJPB will retain a clear focus on the principal aim of reducing offending and re-offending and maintains strategic oversight of the delivery and performance of the local youth justice system and contribution from all partners. The membership of the board provides senior representation from key partners to ensure that young people involved in the youth justice system have access to a range of services to support the partnership's responsibilities under Crime & Disorder Act 1998 to:

- Co-ordinate the provision of youth justice services for all those in the authority's area who need them
- Carry out such functions assigned in the youth justice plan formulated by the local authority.
- In addition, by providing the youth justice services outlined at Section 38 (4) of the Act, the local authority also addresses its duty, under the Children Act 1989, to take reasonable steps designed to encourage children and young people within the area not to commit offences.

## 2 Summary of evidence used to support this assessment

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/780504/Standards\\_for\\_children\\_in\\_youth\\_justice\\_services\\_2019.doc.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/780504/Standards_for_children_in_youth_justice_services_2019.doc.pdf)

<https://www.justiceinspectorates.gov.uk/hmiprobation/about-our-work/youth-inspection-programmes/>

## 3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
  - Advance equality of opportunity for one or more of the protected characteristic groups?
  - Foster good relations between people who share a protected characteristic and those who don't?
- (insert ✓ in one or more boxes)*

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			✓
Disabilty			✓
Gender reassignment			
Marriage/civil partnership			

# Diversity impact assessment

Pregnancy/maternity			
Race			✓
Religion/belief			
Sex			✓
Sexual orientation			
Other (e.g. vulnerable or disadvantaged groups)			✓

## 4 Summary of the likely impacts

### Performance data – 2016/17

Youth Offending Team is now in the Public Health Directorate.  
The role of Youth Offending Operational Manager has been retained to give a strong focus on practice

### First Time Entrants

Medway continues to sustain a low number of first time entrants to the criminal justice system and young people that offend are diverted from the criminal justice system by way of the youth panel.

### Rate of Proven Re-Offending

This indicator remains a challenge as the success of reducing first time entrants over the last number of years has reduced the number of young people that offend, especially the pre-court population who are at lower likelihood of re-offending.

This has meant that there is now a much smaller cohort of young people in the formal system, presenting with more complex entrenched needs and risk factors that make re-offending more likely.

### Use of the Secure Estate

There were 13 young people sentenced to custody in 2019/20.

### Our priorities will be:

Highlighted in the strategy but the focus will be on reoffending and youth violence.

We are looking to create a more systemic and restorative approach to supporting young people with community programmes that make a difference.

# Diversity impact assessment

## **5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?**

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Over the last 3 years, we have strengthened our partnership. We have been recognised as innovative leaders in the field of youth justice. Last year we presented at the National Justice Conference to talk about our work. We have subsequently been asked to work with national leads and universities, who want to learn more about how we have developed our desistance approach and child first plans.

There has been a marked change in the identified needs and complexities of the challenges affecting the children and young people we support. We have seen an increase in violent youth crime and weapon related incidents. Addressing these issues will be a focus for us over the coming 3 years. To enable this, we are moving into a trauma informed youth justice service. We have recruited a clinical psychologist to increase our capability to support our more complex children. We have continued our collaborative work with the Office of the Police and Crime Commissioner for Kent. This partnership work led to a successful bid to central government for resources that have enabled us to establish a Violence Reduction Unit. We have also recently accessed additional resources to put in place a North Kent initiative to address serious youth violence.

This additional capacity will help us to move to a more intelligence led youth justice service. It will enhance our ability to focus our work with those that need us the most and deliver high quality and effective interventions.

# Diversity impact assessment

Over the next 3 years significant changes are anticipated across the criminal justice system. There is likely to be a continuing reduction in resources available to the public sector. As a Youth Justice Partnership Board, we believe that a longer-term plan is essential to mitigate against these issues. We must build in resilience to enable us to sustain our strong performance and reform our practice in line with any proposed local or national changes to the youth justice system.

Our strategy aims to:

1. Deliver an effective youth justice system through a strong partnership approach
2. Focus on reducing reoffending rates
3. Build on our evidence based approach through effective use of performance data and intelligence
4. Optimise our effectiveness through collaboration and learning from best practice

The Youth Offending Team now sits within Public Health. There is a significant transformation programme currently in progress across the health and social care landscape. The realignment of youth offending to the public health function, creates a range of opportunities to further engage with our NHS and social care partners to effective lasting change for young people and their families.

Our plan sets out how we will deliver against the core objectives of a youth justice system. It details the specific actions we will take to prevent and reduce youth crime, safeguard children and young people at risk of, or involved in offending and protect the public from harm. We will address the human and financial costs of crime, through early targeted intervention and prevention.

We will do this by continuing to use our collective partnership resources in the most effective way. We will identify and work with the small cohort of young people, many of whom are vulnerable, whose circumstances mean they are more likely to have prolonged contact with the youth justice system. We will put in place measures to transform their behaviours and actions, through gaining a better understanding of the risk factors and triggers that give rise to negative behaviours. Wherever appropriate we will do our work without requiring recourse to the formal criminal justice system, reducing youth crime, creating fewer victims and making communities safer.

# Diversity impact assessment

## 6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
1. Overview and Scrutiny	AW	5 March 2020
2. Cabinet	AW	7 <sup>th</sup> April
3. Full Council	AW	23 <sup>rd</sup> April
4. File at Youth Justice Board	AW	May 2020
5. Filed at House Of Lords library	AW	May 2020

## 7 Recommendation

*The recommendation by the lead officer should be stated below. This may be:*

- *to proceed with the change implementing action plan if appropriate*
- *consider alternatives*
- *gather further evidence*

*If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.*

That the committee recommends this report on the Medway Youth Justice plan 2020-2023.

## 8 Authorisation

*The authorising officer is consenting that:*

**Assistant Director**

**Andrew Willetts**

**Date**

**January 2020**

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: [annamarie.lawrence@medway.gov.uk](mailto:annamarie.lawrence@medway.gov.uk)  
 C&A: (Children's Social Care) contact your normal P&I contact  
 C&A (all other areas): phone 1481 email: [paddy.cahill@medway.gov.uk](mailto:paddy.cahill@medway.gov.uk)  
 BSD: phone 2472/1490 email: [corppi@medway.gov.uk](mailto:corppi@medway.gov.uk)  
 PH: phone 2636 email: [david.whiting@medway.gov.uk](mailto:david.whiting@medway.gov.uk)

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication ([corppi@medway.gov.uk](mailto:corppi@medway.gov.uk))