

# Diversity impact assessment

<b>TITLE:</b>
Youth Justice Strategic Partnership Plan
<b>DATE:</b>
January 2022
<b>LEAD OFFICER:</b>
Lee-Anne Farach – Director of People
<b>1 Summary description of the proposed change</b>
<b>What is the change to policy / service / new project that is being proposed?</b>
<b>How does it compare with the current situation?</b>
<p>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.</p> <p>The Council's previous plan was approved in 2020 and last refreshed in 2021. Following the release of new guidance by the Youth Justice Board in March 2021, this fundamental refresh of the Plan outlines the new priorities for Youth Justice in Medway:</p> <ul style="list-style-type: none"> <li>- Support young people to realise a positive identity. Strengthen and Build bonds, bridges and links between young people and the community</li> <li>- Work with young people and partners to create a safer community for Medway</li> <li>- Keep young people safe and enable them to thrive</li> <li>- Prevent young people from entering the Youth Justice System</li> </ul> <p>This shift in priorities represents further alignment with the YJB's Child-First vision – prioritising the best interests of children and recognising their particular needs, capacities, rights and potential. As well as creating alignment with our own corporate Child-Friendly values.</p> <p>As per the previous Impact Assessment, this fundamental refresh reflects changes to national and local youth justice landscapes. However no changes have been made to the day-to-day work and function of the core team and the way in which the whole youth justice partnership will deliver a range of services designed to reduce youth offending within Medway continues to improve following our inspection in 2020.</p>
<b>2 Summary of evidence used to support this assessment</b>
<b>Eg: Feedback from consultation, performance information, service user.</b>
<b>Eg: Comparison of service user profile with Medway Community Profile</b>
<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/973141/Youth_Justice_Plans_-_YJB_Practice_Guidance_March_2021_.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/973141/Youth Justice Plans - YJB Practice Guidance March 2021 .pdf</a>
Feedback from consultation Discussion with service manager

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**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 Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age			✓
Disability			✓
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race			✓
Religion/belief			
Sex			✓
Sexual orientation			
Other (eg low income groups)			✓

**4 Summary of the likely impacts**  
 Who will be affected?  
 How will they be affected?

Stakeholders of the strategy are listed below along with their expected impact level and some short narrative showing effects:

**The Youth Offending Team** now sits as part of Children's Social Care. This has allowed a closer engagement with social care colleagues in Early Help and Safeguarding. This means that Medway will continue to focus on sustaining a

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low number of first-time entrants to the criminal justice system and reducing the re-offending by those already in the system, by working in partnership with internal teams across the Division as well as with whole families. However no impact on direct practice is expected as a result of the refresh.

**Partners of the Youth Justice Partnership Board** will continue to be chaired by the Council's Director of Public Health. The refresh was 'light-touch' and has been co-produced with these partners. It has been approved by the Board's Chair. No impact or very low impact, if any, is expected. The Board work together positively and will continue to do so to achieve improvements following the HMIP inspection.

**Entrants to the criminal justice system** will continue to be the main service users of the Youth Offending Service, along with partner services. There is no impact or very low impact expected as a result of this refresh.

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

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

There will be no adverse impacts as a direct result of this refresh.

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### 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
The Service leads will continue to monitor and feedback any adverse impact if such arises. However, there are none anticipated at this time.	YOT Manager	Review – Q2 2022-23
The Service will continue to address the actions that resulted from the HMIP inspection in February 2020 outlined in the original report.	YOT Manager	Review – Q2 2022-23

### 7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the 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.

It has been assessed that there is little change as a direct result of the fundamental refresh this year. Therefore, it is recommended to approve the refresh of this strategy as none of the priority groups are negatively impacted nor is there an effect on staff at this time.

Actions outlined in Section 6 will be updated and monitored accordingly and presented for review next time.

### 8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

**Director**

**Date of authorisation**