

# Diversity impact assessment

<b>TITLE:</b>
Youth Justice Strategic Partnership Plan
<b>DATE:</b>
June 2023
<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. The plan has to be completed and submitted to the YJB on 30/06/2023. The local authority being in receipt of the YJB youth justice grant is reliant on the plan being submitted by this date.</p> <p>The Council's previous Youth Justice Plan plan was approved in 2022.</p> <p><b>As of this year the National Youth Justice Board (YJB) require 'annual youth justice plans' rather than plans that cover a number of years (such as the one we submitted last year).</b></p> <p>The YJB require that the plan addresses a number of specified headings.</p> <p>The YJB offer the following rationale for this approach -</p> <p><i>Youth justice plans for 2023/24 should be submitted using the headings set out in the <a href="#">'Youth Justice Plan Structure'</a> section below. The data and information contained within the plan is used by the YJB as an intelligence source to provide support to the sector through our oversight function. Analysis of the information identifies good performance and can provide focus on regional and national themes.</i></p> <p>This is only the second year where the YJB have stipulated the contents of the Youth Justice Plan – prior to 2022 the content of the plan was subject to local determination.</p> <p>A significant development in the updated guidance is a requirement that local authorities develop the plan to address to a specific list of priorities. Prior to 2022 the contents of the plan were subject to local determination.</p> <p>Compared to the 2022 Plan the 2023 Plan has a greatly expanded list of headings, the list has expanded from 13 to 27. 10 of these headings represent the YJBs priorities for youth justice services – these are...</p>
1. Children from groups which are over represented

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2. Prevention
3. Diversion
4. Education
5. Restorative approaches and victims
6. Serious violence and exploitation
7. Detention in Police custody
8. Remands
9. Use of custody
10. Constructive resettlement

The requirements of the plan result in it acting as both a plan and a service review – providing the YJB data regarding how priorities which have been determined centrally are being addressed locally.

Alongside these priorities the plan is required to address 10 key performance indicators. On account of these being introduced as recently as April 2023 there is no expectation that the current plan provides any data in respect to these indicators.

The current approach from the YJB represents a significant change of direction in which there will be a much greater level of oversight of youth justice services from the centre. We can expect a greater level of scrutiny from the Youth Justice Board regarding both the contents of the plan and its delivery.

The current plan does also contains local priorities that seek to deliver the teams vision of 'Child First' youth justice services. 'Child first' principles are the accepted national guiding principles of the youth justice system, introduced in the 2029 YJB Youth Justice Standards.

These local priorities are-

- Support young people to realise a positive identity. Strengthen and Build bonds, bridges and links between young people and the community
- Work with young people and partners to create a safer community for Medway
- Keep young people safe and enable them to thrive
- Prevent young people from entering the Youth Justice System

The contents of the plan represent a response to the rapidly changing Youth Justice landscape- both locally and nationally.

## **2 Summary of evidence used to support this assessment**

**Eg: Feedback from consultation, performance information, service user.**

**Eg: Comparison of service user profile with Medway Community Profile**

Link to the March 2023 YJB guidance.

<https://www.gov.uk/government/publications/youth-justice-plans-guidance-for-youth-justice-services>

Link to the current YJB National Standards for Youth Justice Service.

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<https://www.gov.uk/government/publications/national-standards-for-youth-justice-services>

Feedback from consultation with children , staff and the local youth justice partnership board on 25/04/2023.

### 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:

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**The Youth Offending Team** sits as part of Children's Social Care. This has allowed a closer engagement with social care colleagues in Early Help and Safeguarding. The approach of the national YJB is to direct local plans towards nationally determined priorities. It can be expected that the plan will have a positive impact on the children / areas identified in those priorities.

**Partners of the Youth Justice Partnership Board** will continue to be chaired by the Council's Director of Public Health. 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 and deliver in respect to the new YJB framework of key performance indicators.

**Entrants to the criminal justice system** will continue to be the main service users of the Youth Offending Service, along with partner services. It is the aim of this plan to have a positive impact upon this cohort of children.

### **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 plan.

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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 2023-24

## 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 the current plan is required to address priorities and key performance indicators nationally determined by the Youth Justice Board.

It is recommended to approve the this strategy as none of the priority groups are negatively impacted nor is there an effect on staff at this time.

The actions identified 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**