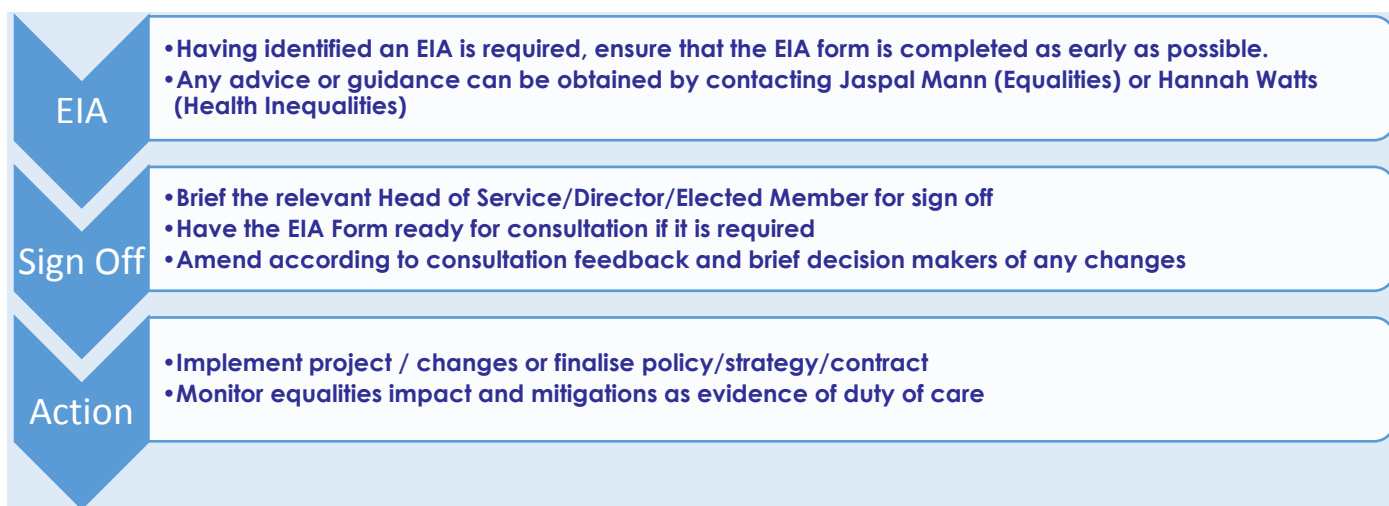


EQUALITY IMPACT ASSESSMENT (EIA)



Title of EIA		Coventry City Council's Youth Justice Strategy and Plan - 2021-23
EIA Author	Name	Nick Jeffreys
	Position	Operational Lead – Coventry Youth Offending Service – Help & Protection, Children's Services
	Date of completion	4th Aug 2021
Head of Service	Name	Nick Jeffreys
	Position	Operational Lead – Coventry Youth Offending Service – Help & Protection, Children's Services
Cabinet Member	Name	CLlr Pat Seaman
	Portfolio	Children and Young People



PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- New policy / strategy
- New service
- Review of policy / strategy

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- Review of service
- Commissioning
- Other project (*please give details*)

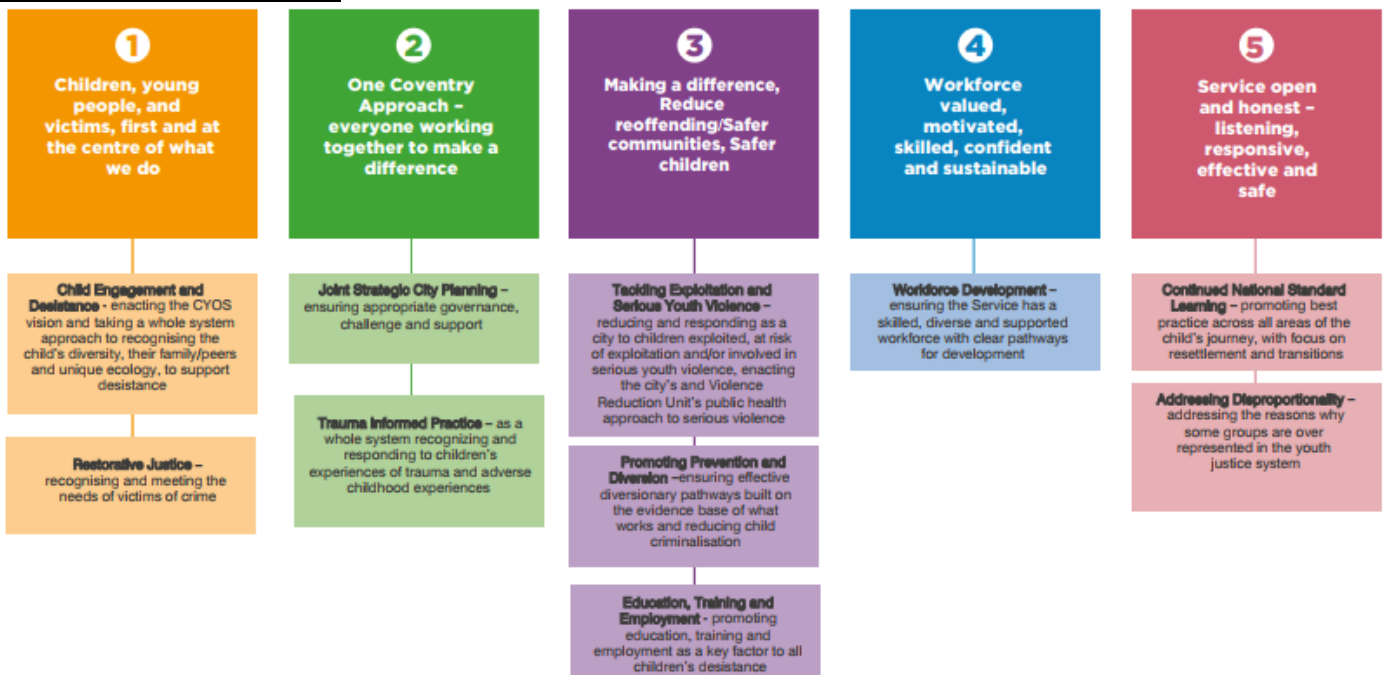
1.2 In summary, what is the background to this EIA?

Local authorities have a statutory duty to submit an annual youth justice (YJ) plan relating to their provision of youth justice services. Section 40 of the Crime and Disorder Act 1998 sets out the youth offending partnership's responsibilities in producing a plan. It states that it is the duty of each local authority, after consultation with the partner agencies, to formulate and implement an annual youth justice plan, setting out:

- how youth justice services in their area are to be provided and funded
- how the youth offending team (YOT) or equivalent service will be composed and funded, how it will operate, and what functions it will carry out.

This plan outlines the priorities for Youth Justice Services in Coventry over the next 2 years following on from the self-evaluation against key performance indicators, and consultations with the partnership, children/families and the team. This framed the formation of Coventry Youth Offending Service Vision, a local adaption of the Youth Justice Board's 'Child First, Offender Second' approach. This plan builds upon an improvement plan formed following the self-assessment against the national standards for youth justice services, as well as consolidating approaches taken during the Covid 19 pandemic and the plan detailed in last year's Contingency and Recovery Plan.

CYOS Vision and Priorities:



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1.3 Who are the main stakeholders involved? Who will be affected?

CYOS is a multi-agency team with a Management Board that includes key stakeholder partners and includes statutory partners in the Local Authority, Police, Probation and Health, alongside the Youth Panel Chair for Coventry and Warwickshire Courts, Service Manager for Positive Choices (Substance Misuse Agency), Operations Manager for Coventry & Warwickshire Prospects Service, and the Programme Manager for the Violence Reduction Unit, alongside attendance from relevant Secure Estates, Chair of the Coventry Youth Partnership and agencies as required for updates.

The plan is jointly formed by the team, Management Board and engagement with children/young people and parents/carers open to the Service.

1.4 Who will be responsible for implementing the findings of this EIA?

Nick Jeffreys, Operational lead

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed, and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary (go to <https://www.coventry.gov.uk/factsaboutcoventry>)

- Page 21 of the plan details the services demographic picture:

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There is an over-representation of White British, Black and Mixed Heritage children in the YOS cohort, and a large under-representation of Asian children. The groupings used as per defined by the Youth Justice Board for aggregated national comparisons. The ethnic makeup of the group was 53% White British, 9% White Ethnic Minority, 17% Black, 3% Asian, 14% Mixed Heritage, and 4% Refused or Unknown. As of January 2021, Coventry secondary schools had a population makeup of 47% White British, 9% White Ethnic Minority, 13% Black, 21% Asian, 7% Mixed Heritage, 2% Chinese / Other, and 1.0%.

Plan link to be added once published.

- page 22 there is an explicit section looking at disproportionality with a particular focus on children sentenced to custody and ethnicity

For children receiving custodial sentences, children identified as Black or Mixed Heritage' were significantly overrepresented. Although findings were consistent with the mentioned YJB report (<https://www.gov.uk/government/publications/ethnic-disproportionality-in-remand-and-sentencing-in-the-youth-justice-system>), in that disposal outcomes were proportionate with offence type, circumstances, and pre-convictions, there remains work to understand the overrepresentation with this group; this is why disproportionately remains a priority across the next two years, and is a standing agenda item at Management Board. There is further data analysis information available on page 62 of the plan, which details over and under representation by ethnicity for the YOS cohort (compared to second school ethnicity data) and children sentenced to custody.

Based on this evidence, addressing disproportionality is identified as a key priority area with an improvement/business plan specific to this on pages 51 and 52.

Actions are:

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Service open and honest – listening, responsive, effective and safe				YJB Child First Principles: Principle 3 & 4 YJB Strategic Pillars: Pillar 3, Priority 3 & 4 National Standards 1 - 5		
Addressing Disproportionately - Overall Leads - Abi Jones and Stacey Brown						
	Action	Lead	By When	Outcomes	Indicator	Relates Plans/Papers/Source Documents
1.	Actions against the service self-assessment as part of the regional Girls Working Group – actions tracked and monitored through Management Board	Abi Jones (Team Manager)	End of Q3	Improved transition arrangements	Reduced re-offending/arrest Reduced use of custody	National Standard Self-Assessment
2.	Leaflets in Police custody to be available in multiple languages.	Nick Jeffreys (Operational Lead)	End of Q2	Reduced disproportionality	Reduced number of first-time entrants	Lammy Review (2017) YJB Disproportionality Assessment (2021)
3.	Start of the in person 'levelling the playing field' mentoring offer and clear mentoring pathway defined between CYOS and Horizon.	Stacey Brown (Senior Practitioner)	End of Q2	Increased engagement with the 3 rd sector	Reduced re-offending/arrest Reduced number of first-time entrants	Domain 1 Self-assessment Mentoring and Peer Mentoring (2021) HMIP
4.	Continuation of disproportionality project and subsequent actions tracked and progressed through management Board, with explicit consideration to the recommendations the actions in 'Tackling racial disparity in the criminal justice system: 2020/21' and findings for CYOS that white children are more likely to receive out of court disposals	Stacey Brown (Senior Practitioner)	End of Q4 2022/23	Reduced disproportionality	Reduced re-offending/arrest Reduced use of custody Reduced number of first-time entrants	Tackling racial disparity in the criminal justice system: 2020/21 Lammy Review (2017) YJB Disproportionality Assessment (2021)
5.	Team awareness session on 'critical dialogue on anti-racism' facilitated by Dr Gurnam Singh	Nick Jeffreys (Operational Lead)	End of Q2	Reduced disproportionality	Reduced re-offending/arrest Reduced use of custody Increased and improved child/family/parent feedback	Interim Quality Assurance Review Action Domain 1 Self-assessment Tackling racial disparity in the criminal justice system: 2020/21
6.	The procurement of St Giles and Guiding Young Minds (Youth Engagement projects) for the coming year 2021-21, to improve the diversity of offer to children	Nick Jeffreys (Operational Lead)	End of Q4 2022/23	Improved diversity of offer	Reduced number of first-time entrants Reduced re-offending/arrest Reduced use of custody	Workforce Development Analysis and Strategy
7.	Review CYOS and Through Care processes to ensure appropriate provision particularly for care leavers and looked after children leaving custody.	Natasha Stirling (Operational Lead-Through Care)	End of Q2	Improved outcomes for children leaving custody	Reduced re-offending/arrest Reduced use of custody	Resettlement Strategy – recommendations. Reducing the unnecessary criminalisation of looked after children

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Insufficient data (ID)

**Any impact on the Council workforce should be included under question 2.6 – not below*

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Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
Age 0-18	P	The strategy and plan seek to outline how the Service will deliver on the CYOS vision, which will see the delivery of the service putting children at the centre of decision making.
Age 19-64	NI	
Age 65+	NI	
Disability	P	The improvement plan details much activity around ensuring appropriate health and education support for children, with a specific plan around improving the access to Speech and Language Therapists.
Gender reassignment	P	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including gender and gender reassignment.
Marriage and Civil Partnership	NI	
Pregnancy and maternity	P	The improvement plan includes a specific project around responding to girls within the youth justice system, which will explicitly consider support around pregnancy and maternity.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	The service has commissioned a disproportionality project looking largely ethnic disproportionality and the business/improvement plan pages 51/52 details this.
Religion and belief	P	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including region and belief.
Sex	P	The plan on pages 51/52 details a current regional project looking at how YOTs can best respond to the needs of girls within the criminal justice system. The overrepresentation of boys to girls is reflective of the national youth justice system – comparative national data is available through the Youth Justice Board's Youth Justice Application Framework.

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Sexual orientation	P	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including sexual orientation.
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HEALTH INEQUALITIES

2.3	<p>Health inequalities (HI) are unjust differences in health and wellbeing between different groups of people which arise because of the conditions in which we are born, grow, live, work and age. These conditions influence our opportunities for good health, and result in stark differences in how long we live and how many years we live in good health.</p> <p>Many issues can have an impact: income, unemployment, work conditions, education and skills, our living situation, individual characteristics, and experiences, such as age, gender, disability, and ethnicity</p> <p>A wide range of services can make a difference to reducing health inequalities. Whether you work with children and young people, design roads or infrastructure, support people into employment or deal with welfare benefits – policy decisions and strategies can help to reduce health inequalities</p> <p>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</p> <p>If you need assistance in completing this section please contact: Hannah Watts (hannah.watts@coventry.gov.uk) in Public Health for more information. More details and worked examples can be found at https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</p>	
Question	Issues to consider	
2.3a What HIs exist in relation to your work / plan / strategy	<ul style="list-style-type: none"> • Explore existing data sources on the distribution of health across different population groups (<i>examples of where to find data to be included in support materials</i>) • Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation 	
	<p>Response:</p> <p>The strategy outlines an improvement plan, which will aim to improve service delivery to children and support more children to improved outcomes and desistance, including addressing structural barriers and inequalities.</p>	

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<p>2.3b How might your work affect HI (positively or negatively).</p> <p>How might your work address the needs of different groups that share protected characteristics</p>	<p>Consider and answer below:</p> <ul style="list-style-type: none"> • Think about whether outcomes vary across groups and who benefits the most and least, for example, the outcome for a woman on a low income may be different to the outcome for a woman a high income • Consider what the unintended consequences of your work might be
	<p>Response:</p> <p>The progression of the plan is expected to positively impact in the intergenerational transmission of ecological factors for families and a whole family offer will be made where parenting support is identified, through the CYOS Parenting Lead. The assessment framework used for all children takes a whole system approach and supports in identifying areas of structural inequality, which will then be addressed via a child's intervention plan.</p>
	<p>The plan outlines how children within the youth justice system are a group of children who have experienced trauma, and this has been outlined within the Punishing Abuse Report as detailed on page 21:</p> <p>Punishing Abuse Report- 2021(1) <i>The report presents the findings of a targeted review of 80 children across 11 authorities in the West Midlands (including Coventry) and West Mercia. The research began in 2018 co-funded by the West Midlands Combined Authority and West Midlands Police and Crime Commissioner (PCC) and has identified recommendations across the sector and those relevant to CYOS are reflected in the 2021-23 business and improvement plan. The report starkly highlights how children in the youth justice system have experienced early childhood abuse, loss, and structural inequalities.</i></p> <p>There is a specific priority on resettlement and looking at the whole system response to children exiting custody; it is expected that actions, as per the improvement plan, will support in this area of development.</p>

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2.4 Next steps - What specific actions will you take to address the potential equality impacts and health inequalities identified above?

Actions outlined in the improvement and business plan.

2.5 How will you monitor and evaluate the effect of this work?

Progression of the plan is monitored/evaluated via the quarterly CYOS Management Board through a quarterly update paper prepared by Nick Jeffreys Operational Lead for CYOS; the Management Board is made up of statutory and non-statutory leads who oversee the youth justice services within Coventry. The plan is also tracked operationally via CYOS's Management Meeting, which includes statutory partners.

2.6 Will there be any potential impacts on Council staff from protected groups?

The plan outlines CYOS's current workforce demographic and a graphic is viewable on page 54, with actions on pages 49, 50 and 51. Pages 16/17 of the plan detail progressive actions over the last year and a link to the plan will be added once published.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: lucille.buckley@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

Religion:

Any other	
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EQUALITY IMPACT ASSESSMENT (EIA)



White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	


Buddhist	
Christian	
Hindu	
Jewish	
Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

3.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

- No impact has been identified for one or more protected groups
- Positive impact has been identified for one or more protected groups
- Negative impact has been identified for one or more protected groups
- Both positive and negative impact has been identified for one or more protected groups

4.0 Approval

Signed: Head of Service: 	Date: 27.08.2021
Name of Director: John Gregg	Date sent to Director: 27.08.2021
Name of Lead Elected Member: Councillor P Seaman	Date sent to Councillor: 27.08.2021

Email completed EIA to equality@coventry.gov.uk