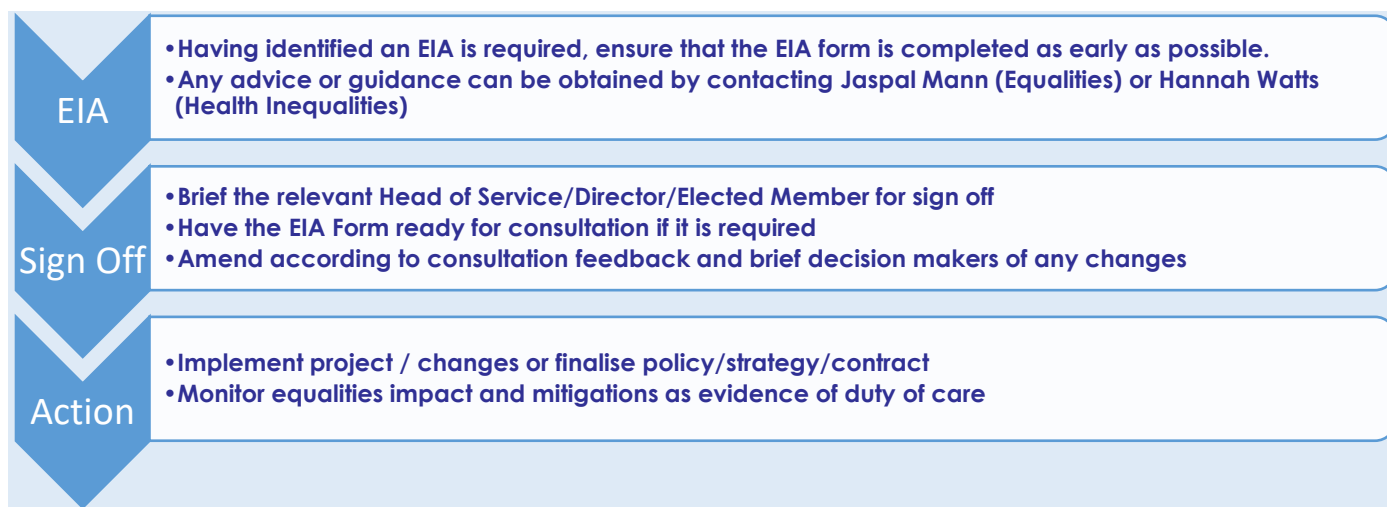




<b>Title of EIA</b>		<b>Coventry City Council's Youth Justice Strategy and Plan - 2021-23 - 2022 Update</b>
<b>EIA Author</b>	<b>Name</b>	<b>Nick Jeffreys</b>
	<b>Position</b>	<b>Operational Lead – Coventry Youth Justice Service – Help &amp; Protection, Children's Services</b>
	<b>Date of completion</b>	<b>31<sup>st</sup> August 2023</b>
<b>Head of Service</b>	<b>Name</b>	<b>Nick Jeffreys</b>
	<b>Position</b>	<b>Operational Lead – Coventry Youth Justice Service – Help &amp; Protection, Children's Services</b>
<b>Cabinet Member</b>	<b>Name</b>	<b>Councillor Pat Seaman</b>
	<b>Portfolio</b>	<b>Children and Young People</b>



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

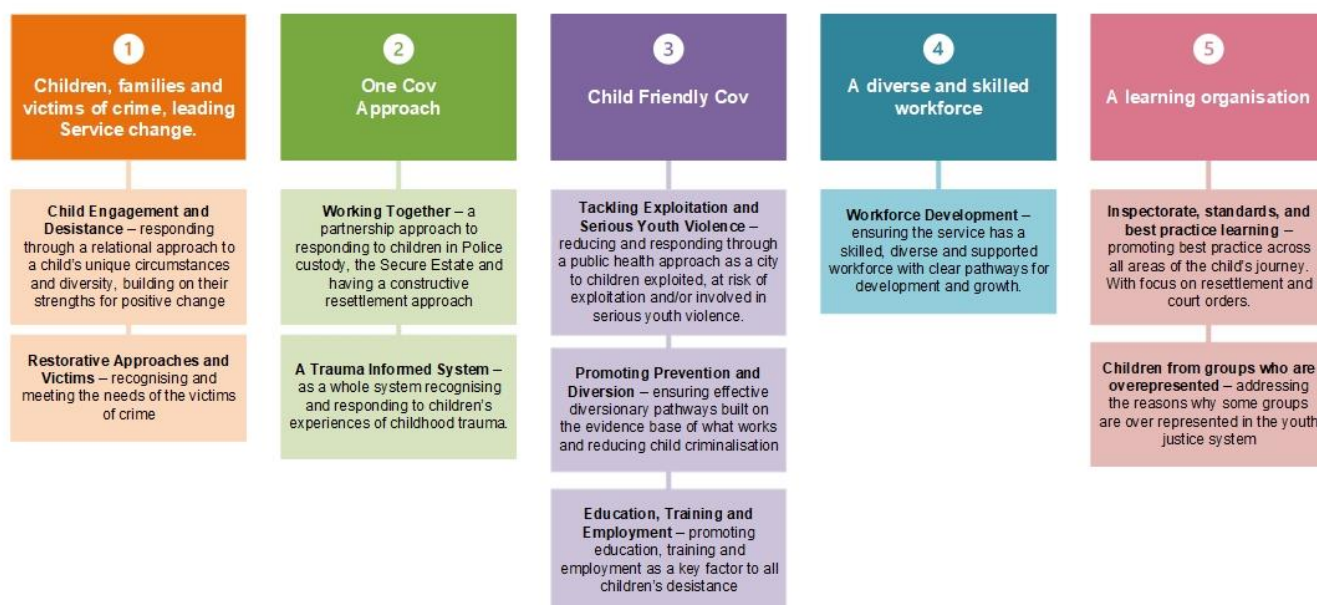
## 1.2 In summary, what is the background to this EIA?

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 Justice 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 Teams (YOT) (known locally as the Youth Justice Service) will be composed and funded, how it will operate, and what functions it will carry out.

This plan is an updated strategy 2023-25 and outlines the activity over the coming year to realise the updated vision and priorities

### CYJS Vision and Priorities:





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

CYJS 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 32 of the plan details the services demographic picture (*The groupings used as per defined by the Youth Justice Board for aggregated national comparisons*):

*Looking at last year's cohort compared to the population with Coventry's Secondary Schools, the YJS cohort were: 48% White British, 12% White Ethnic Minority, 11% Black, 6% Asian, and 19% Mixed Heritage; whereas, as of January 2023, Coventry schools had a population makeup of 43% White British, 10% White Ethnic Minority, 15% Black, 22% Asian, 7% Mixed Heritage and 3% Chinese / Other; this means that there is an over-representation of White British and Mixed Heritage children in the YJS cohort, and a large under-representation of Asian children.*

Plan link to be added once published.

- page 32/33 details a racial disproportionality exercise undertaken by the Service.

*Last year's plan discussed that minority ethnic children were twice as likely to receive a Court outcome compared to white British children, though this reflected a higher offence frequency rate of 2.37 (compared to 1.8) and the seriousness of offences; this year has seen positive shift to a much smaller overrepresentation with court disposals being made up by 61.5% of ethnic minority children compared to 57.3% of the secondary school population; there is a slight overall underrepresentation for out of court disposals at 52.4%. However, when we look further into ethnic breakdowns, we see the Mixed – White/Black Caribbean group being the most significant overrepresented; the group makes up 2.2% of the schooling cohort but 14.2% of the YJS cohort. Additionally, this group is overrepresented for court outcomes compared to OOCs. The Black Caribbean group is also overrepresented making 0.7% for schooling, but 2.2% for YJS; the Black African group is underrepresented making 12.5% of the schooling cohort but 7.5% of the YJS.*

Actions are:

A learning organisation/						YJB Child First Principles: Principle 3 & 4 YJB Strategic Pillars: Pillar 3, Priority 3 & 4 National Standards 1 - 5
Children from groups who are overrepresented - Overall Leads – Sharon Bolesworth (Board Member Sponsor), Abi Jones (Practice Lead)						
Key Indicator – Reduce racial disparity for children in the youth justice system						
1.	Development of girl's specific intervention program building on the Hypermasculinity Project, and taking learning from the national consultation group supported by the Youth Justice Board, to include the development of young women's <a href="#">group</a>	Abi Jones (YJS <a href="#">Team Manager</a> )	End of Q4	Improved transition arrangements	Reduced re-offending/ <a href="#">arrest</a> Reduced use of custody	Punishing Abuse Report(2021)
2.	Annual review of the responses to the disproportionately HMIP Thematic	Abi Jones (YJS <a href="#">Team Manager</a> )	End of Q4	Improved transition arrangements	Reduced re-offending/ <a href="#">arrest</a> Reduced use of custody	HMIP Thematic – Experiences of Black and Mixed Heritage Children in the YJS (2021)



	Action	Lead	By When	Outcomes	Indicator	Relates Plans/Papers/Source Documents
3.	Evaluation of the masculinity project	Marcus Licorish (YJS Support Officer)	End of Q3	The quality of assessment will be outstanding when measured against HMIP standards	Reduced re-offending/ <u>arrest</u> Reduced use of custody	HMIP Thematic – Experiences of Black and Mixed Heritage Children in the YJS (2021)
4.	White and Black Caribbean overrepresentation review – consideration to national trends and what earlier school support could be put in place to support a reduction in disproportionality.	Abi Jones (YJS <u>Team Manager</u> ) and Mamps Gill (YJB)	End of Q4	Improved transition arrangements	Reduced re-offending/ <u>arrest</u> Reduced use of custody	Performance Review 2023 HMIP Thematic – Experiences of Black and Mixed Heritage Children in the YJS (2021) Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
5.	In depth review of: Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report. (2023) - Action plan to be developed and considered regarding how to improve communication interconnection with faith organizations	Abi Jones (YJS <u>Team Manager</u> ) and Mamps Gill (YJB)	End of Q4	Improved transition arrangements	Reduced re-offending/ <u>arrest</u> Reduced use of custody	Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
6.	Monitoring of SALT referral ethnicity and team exploration regarding low referrals for Black children	Lauren Walton (Speech and Language Therapist)	End of Q3	Improved identification and offer to children with speech, language, and communication needs.	Increased and improved child/family/parent feedback Reduced re-offending/ <u>arrest</u>	Performance Review 2023 SEND inspection <u>2019</u> Punishing Abuse Report(2021) Neurodiversity – a whole-child approach for youth justice – Kirby (2021) Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
7.	In depth ethnicity review of health referrals by referral action type.	Racheal Damhuis Boogers and Rory Cahill (Specialist Mental Health Practitioner (YOT/CAMHS))	End of Q4	Improved health access for children	Reduced re-offending/ <u>arrest</u> Increased and improved victim feedback	Performance Review 2023 Team Workshop 2023 Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)

	Action	Lead	By When	Outcomes	Indicator	Relates Plans/Papers/Source Documents
8.	Review of the pathway for the local Young Black Minds support group	Abi Jones (YJS <u>Team Manager</u> ) and Mamps Gill (YJB)	End of Q4	Improved transition arrangements	Reduced re-offending/ <u>arrest</u> Reduced use of custody	Understanding ethnic disparity in reoffending rates in the youth justice system; Child and practitioner perspectives report – Traverse (2023)
9.	Parenting engagement with community groups to develop our culturally competent parenting <u>offer</u>	Mandy Allen (YJS Parenting Lead)	End of Q2	Improved whole family offer	Increased and improved child/family/parent feedback	Friendship Group Feedback 2023 Child Feedback 2022/23
10.	Continued exploration with the Insight Team how diversity information can be incorporated into Coventry's Strategic Joint Needs Assessment to help all colleagues better understand the intersectionality of diversity issues and be able to identify themes and patterns, leading to targeted support and intervention.	Abi Jones (YJS Team Manager)	End of Q4	Reduce racial disparity in the youth justice system	Reduce overrepresentation	Tackling racial disparity in the criminal justice system: 2020/21 Lammy Review (2017) YJB Disproportionality Assessment (2021/22)



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***

Protected Characteristic	Impact type P, N, PN, NI or ID	Nature of impact and any mitigations required
Age 0-18	<b>P</b>	The strategy and plan seek to outline how the Service will deliver on the CYJS vision, which will see the delivery of the service putting children at the centre of decision making.
Age 19-64	<b>NI</b>	
Age 65+	<b>NI</b>	
Disability	<b>P</b>	The improvement plan details much activity around ensuring appropriate health and education support for children, with a specific work to expand the access to Speech and Language Therapists.
Gender reassignment	<b>P</b>	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	<b>NI</b>	
Pregnancy and maternity	<b>P</b>	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)	<b>P</b>	The service has continued with work to address racial disparity in the youth justice system and the business/improvement plan pages 66-68 details this.
Religion and belief	<b>P</b>	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including religion and belief.
Sex	<b>P</b>	The plan on pages 25 details the ongoing project looking at how YJS 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.
Sexual orientation	<b>P</b>	The improvement plan details activity to support children in recognising and responding to a child's unique identity, including sexual orientation.

## HEALTH INEQUALITIES

<b>2.3</b>	<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><b>Please answer the questions below to help identify if the area of work will have any impact on health inequalities, positive or negative.</b></p> <p><b>If you need assistance in completing this section please contact: Hannah Watts (<a href="mailto:hannah.watts@coventry.gov.uk">hannah.watts@coventry.gov.uk</a>) in Public Health for more information. More details and worked</b></p>
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examples can be found at <a href="https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx">https://coventrycc.sharepoint.com/Info/Pages/What-is-an-Equality-Impact-Assessment-(EIA).aspx</a>		
Question	Issues to consider	
2.3a What HIs exist in relation to your work / plan / strategy	<ul style="list-style-type: none"> <li>• 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>)</li> <li>• Consider protected characteristics and different dimensions of HI such as socio-economic status or geographical deprivation</li> </ul>	
	<p>Response:</p> <p>The strategy outlines a development plan (p.48). This plan outlines how the Service will improve delivery to children, improving outcomes for children in open to CYJS and, in doing so, respond to the Marmot Principles, namely:</p> <ul style="list-style-type: none"> <li>- Give every child the best start in life</li> <li>- Enable all to maximise their capabilities and control over their lives</li> <li>- Create good work for all</li> <li>- Ensure a healthy standard of living</li> <li>- Create healthy and sustainable places</li> <li>- Tackle discrimination, racism and their outcomes</li> <li>- Strengthen the role of ill health prevention</li> <li>- Pursue Environmental sustainability and health equity</li> </ul> <p>It is recognised that the Covid Pandemic has compounded health inequalities and the plan details the work to mitigate this.</p>	
2.3b How might your work affect HI (positively or negatively).  How might your work address the needs of different groups that share protected characteristics	<p><b>Consider and answer below:</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Consider what the unintended consequences of your work might be</li> </ul>	
	<p>Response:</p> <p><u>Give every child the best start in life</u></p>	





Section 9 (p.28) of the strategy outlines the overrepresentation in the youth justice system for children who have experienced trauma, social deprivation, and other inequalities. The development plan (p.54) discusses actions to continue the development of trauma informed practice to support children through experiences of trauma and mitigate the impact of this through adulthood.

Enable all to maximise their capabilities and control over their lives & create good work for all

P.33 outlines the education needs and lower attainment levels for children in the youth justice system. The development plan (p.62) details steps to improve the attainment and engagement in education, training or employment. The Service now has a seconded Speech and Language Therapist who will support in assessing and responding to children's communication/speech/language needs; this will support in addressing the overrepresentation of these needs for children in the youth justice system and help close the gap with the wider population.

Ensure healthy standard of living

P.42-43 details the support offered to parents whose children are in the youth justice system; this activity includes work around life skills (financial management) and general empowerment; for example, the friendship group p.43. This activity will continue in the coming years, along with the development expansion of the parent peer support group; this is detailed on page 49.

Create healthy and sustainable places

P.11-13 details the activity to ensure children's voices are at the centre of Service development, in response to this feedback, detailed on page 48-49.

Tackle discrimination, racism and their outcomes

'Children from groups who are overrepresented' is an explicit priority for the Service. While there is a focus on addressing racial disparity in the youth justice system, page 66-68 details the overall plans for this area; for example, the procurement of mentoring opportunities through local providers to ensure appropriate mentoring matching can take place for children to meet their diversity needs.

Strengthen the role of ill health prevention

Pages 14 to 18 detail the work of the wider partnership on taking a public health approach to the issue of Serious Youth Violence, investing in earlier intervention and early prevention; for example, the creation and funding of a Schools Violence



Reduction Lead who has supported the delivery of trauma informed training across schools (see p.15).

Pursue Environmental sustainability and health equity

While the plan does not explicitly detail a focus on environmental sustainability, the plan details current and ongoing activities that promote sport as a mechanism for mentoring (see p.24).

Overall, the progression of the plan is expected to positively impact in the intergenerational transmission of criminogenic factors for the whole family; this is particularly the case where direct support is offered from the CYJS 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.

The plan outlines how children within the youth justice system are a group of children who have often experienced significant childhood trauma, and the activity through the last year is detailed on page 22; there is an additional priority plan for 'trauma informed system' detailed on pages 54-56.

There is a continued specific priority on resettlement and looking at the whole system response to children exiting custody (p.37-39); it is expected that actions, as per the improvement plan (p.51-54), will support in this area of development.

#### 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 – see page.48.

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

Progression of the plan is monitored/evaluated via the quarterly CYJS Management Board through a quarterly update paper prepared by Nick Jeffreys Operational Lead for CYJS; the Management Board is made up of statutory and non-statutory leads who oversee the youth justice services within Coventry and are detailed as sponsors for relevant priority areas. Board Sponsors will take strategic responsibility for the areas they are attached to. The plan is also tracked operationally via CYJS's Management Meeting, which includes statutory partners, at an operational level.



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

The plan outlines CYJS's current workforce demographic and a graphic is viewable on page 71/72, with actions on pages 63-64. Section 11 (p.40) details 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](mailto: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:**

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

#### **Religion:**

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

#### **Sexual Orientation:**

Heterosexual	
LGBT+	
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

<b>Signed: Head of Service:</b> 	<b>Date:</b> <b>31.08.23</b>
<b>Name of Director:</b>	<b>Date sent to Director:</b>
<b>Name of Lead Elected Member:</b>	<b>Date sent to Councillor:</b>

Email completed EIA to [equality@coventry.gov.uk](mailto:equality@coventry.gov.uk)