



## Equality Impact Assessment

### EIA-641958644 - Coventry Youth Justice Plan – 2023-25 Strategy - Update 2024

#### Details

<b>Title</b>	Coventry Youth Justice Plan – 2023-25 Strategy - Update 2024
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#### Context and background

<b>EIA carried out on</b>	Review of policy or strategy
<b>Background</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• how youth justice services in their area are to be provided and funded</li> <li>• 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.</li> </ul> <p>This plan is a 2024 update to the existing 2023-25 strategy and outlines the activity over the coming year to realise the existing vision and priorities.</p>

**Stakeholders**

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.

**Responsibility** Nick Jeffreys, Operational Lead

**Consideration of impact**

Page 27 of the plan details the services demographic picture (the groupings used are 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: 58% White British, 8% White Ethnic Minority, 11% Black, 9% Asian, and 12% Mixed Heritage. As of January 2024, Coventry schools had a population makeup of 41% White British, 10% White Ethnic Minority, 15% Black, 23% Asian, 7% Mixed Heritage and 3% Chinese / Other. Comparing to trends from last year, 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.

**Baseline data and information**

2021/22's Plan discussed that minority ethnic children were twice as likely to receive a Court outcome compared to white British children ; by 2022/23 had seen a 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. This year has seen, when looking at the individual children who have appeared in court in the last year (54), 50% were White, showing an overall improvement in racial disproportionality overall; however, 18.5% were Black and 18.5% were mixed heritage, continuing to show that the latter group is over two-fold overrepresented when comparing with the aforementioned secondary school data . When looking at comparisons between OOCs and Court Outcomes, Mixed Heritage children are proportionally over-represented in both outcomes, whereas Black children are under-represented in OOCs showing that Black children are disproportionately likely to receive a court outcome; all first time entrants are reviewed quarterly at the Management Board and this will continue in the coming to enabling ongoing reviewing of any disparity in disposal outcomes."

Further data on other protected characteristics and wider determinates are provided within the plan itself; this includes but not limited to: gender, disability and Child In Care/Care Leaver status.

Actions in response to above are outlined on pages 49-71, with an explicit section on responding to over-represented groups on pages 69-71.

<b>Age 0-18</b>	Positive impact - 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.
<b>Age 19-64</b>	No impact -
<b>Age 65+</b>	No impact -
<b>Disability</b>	Positive impact - The improvement plan details much activity around ensuring appropriate health and education support for children, with a specific work to extend the access to Speech and Language Therapy.
<b>Gender reassignment</b>	Positive impact - The improvement plan details activity to support children in recognising and responding to a child's unique identity, including gender and gender reassignment.
<b>Marriage and civil partnership</b>	No impact -
<b>Pregnancy and maternity</b>	Positive impact - 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.
<b>Race</b>	Positive impact - The service has continued with work to address racial disparity in the youth justice system and the business/improvement plan pages 69-71 details this.
<b>Religion and belief</b>	Positive impact - The improvement plan details activity to support children in recognising and responding to a child's unique identity, including region and belief.
<b>Sex</b>	Positive impact - The plan on page 20 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.
<b>Sexual orientation</b>	Positive impact - The improvement plan details activity to support children in recognising and responding to a child's unique identity, including sexual orientation.

## Health inequalities (HI)

The strategy outlines a development plan (p.49). This plan outlines how the Service will improve delivery to children, improving outcomes for children in open to CYJS and, in doing so, aligned to the Marmot Principles, namely:

**How HI will be reduced**

- Give every child the best start in life
- Enable all to maximise their capabilities and control over their lives
- Create good work for all
- Ensure a healthy standard of living
- Create healthy and sustainable places
- Tackle discrimination, racism and their outcomes
- Strengthen the role of ill health prevention
- Pursue Environmental sustainability and health equity

It is recognised that the Covid Pandemic has contributed to health inequalities (see external research:

[https://www.thelancet.com/journals/lanpub/article/PIIS2468-2667\(22\)00223](https://www.thelancet.com/journals/lanpub/article/PIIS2468-2667(22)00223)) and the plan details the work to mitigate this.

Give every child the best start in life.

Section 5 (p.21) of the plan outlines the overrepresentation in the youth justice system for children who have experienced trauma, social deprivation, and other inequalities. The development plan (p.56-59) 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.28 outlines the education needs and lower attainment levels for children in the youth justice system. The development plan (p.64) details steps to improve the attainment and engagement in education, training or employment. The Service 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. The plan details a priority on a 'trauma informed system' detailing actions undertaken in the last year on page 15 and actions for the coming year on page 55.

Ensure healthy standard of living.

P.34-35 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 continued expansion of the parent peer support group; this is detailed on page 59.

**Evidence showing  
how HI will be  
reduced**

Create healthy and sustainable places.

P.30-36 details the activity to ensure children's voices are at the centre of Service development; this is reflected in the action plan and specifically pages 49-51.

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 69-71 details the overall plans for this area; for example, evaluation of the recent 'girls intervention project'.

Strengthen the role of ill health prevention

Page 9 details 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 continued funding of a Schools Violence Reduction Lead who has supported the delivery of trauma informed training across schools (see p.18).

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.20).

Overall, partnership working and proportionate service access is embedded into business as usual with the plan demonstrating how these arrangements will be strengthened; for example, the use of the national Assetplus framework for all children that is an assessment tool that mandates explicit consideration around a child's identity, gender, race and other social factors; the self-assessment as part of the AssetPlus is detailed on pages 34.

**Groups of people  
who face HI**

The plan details that we have seen a move to a smaller ethnic overrepresentation for court disposals. Mixed heritage children (particularly White and Black Caribbean/ Black African) continue to be two-fold over-represented and black children underrepresented in diversion support, when compared to Coventry's Secondary School Population. Page 23 details how access to Health and Speech and Language Therapy is now considered for all children, which considers physical, mental health and neurodiversity needs; the last year saw an increase in referrals to the Mental Health Team from 179 referrals (previous year) to 279. The Service enables children to have support for their emotional wellbeing and this supports children in the youth justice system, children in care and children from areas of deprivation; this offer enables support around childhood trauma to be offered, as well as access to substance misuse reduction work via the locally contracted provider - Positive Choices.

The action plan on 69-71 details the specific actions to support to reduce the existing racial overrepresentation.

**How to improve HI  
for groups  
identified**

Overall, the progression of the plan is expected to positively impact in the intergenerational transmission of criminogenic factors for the whole family and groups known to experience health inequalities as previous section; this is particularly the case where direct support is offered from the CYJS Parenting Lead that can support a whole family impact. 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. In addition, there are specific projects and programmes to address and tackle health inequalities, for example: page 45 outlines the work of the 'Positive Directions' project - the project operates from a trauma informed standpoint, sees consultations from a clinical psychologist and intervention from a specially trained practitioners to children via the Edge of Care Team in Coventry. The funding is part of the national Framework for Integrated Care and has been developed as a response to the NHS England & NHS Improvement Long Term Plan (LTP); this is a commitment to provide additional support for the most vulnerable children and young people with complex needs. As part of the funding, the project will track outcomes to support the evidence base of what works and earlier intervention to reduce the number of children in custody.

Overall, the plan is written to the Youth Justice Board vision of 'Child First, offender second' (see page 6 and 30) and all work of the service is built on the philosophy of: seeing children as children, treating them fairly and helping them to build on their strengths so they can make a constructive contribution to society. This will prevent offending and create safer communities with fewer victims'. Using this philosophy the plan is written with extensive consultation and collaborative planning with children and service users - see page 31-35. The feedback has led to specific actions that will be progressed in the coming year; for example, page 52 details plans for a child friendly reparation leaflet.

**Digital inequalities (DI)**



**Impact to DI**

The plan does not assume that service users have access to digital devices. Intervention with children and families is completed through face to face work and no interventions are specifically delivered via digital resources only. Where children do not have access to a mobile phone, and recognising this contact method could be an engagement barrier, a basic device is provided to children. Face to face activities are often delivered within a child's residing area (for example, using local family hubs) or directly transported to sessions; both these approaches support in reducing the impact of social deprivation regarding engagement with the youth justice system.

**Opportunities to reduce DI**

The plan does not assume that service users have access to digital devices. Looking forward, the Service will continue to access stock devices to distribute to service users as required (this will be progressed via the local device bank) and including signing up to the National Databank to be able to distribute free SIM cards to parents/guardians who are struggling to pay for internet connectivity. Team members will continue to access Digital Champion training and stay abreast of open access digital skills support to signpost families/children/victims and best support access to increase digital inclusion.

**Next steps**

Inequality	Action	Owner	Timescale

**Monitor and evaluation**

Actions outlined in the improvement and business plan – see page.49. 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.

**Impact on Council staff**

**Will there be an  
impact?** No

## Completion statement

**Potential equality  
impact** Positive impact has been identified for one or more protected  
groups