

## Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

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| <p><b>Name or Brief Description of Proposal</b></p>   | <p><b>Proposal:</b></p> <p>Council approval of Southampton Youth Offending Service Youth Justice Strategic Plan</p> |
| <p><b>Brief Service Profile (including number of customers)</b></p>   |   |
| <p>Southampton Youth Offending Service works with young people in the city, aged between 10 and 17 years, who have offended. The service also works with parents and victims of crime. It is not possible to identify exactly how many young people the service will work with during the 3 year cycle of the strategy as the service is responsive to crime that is committed and young people referred to us by a) the police as part of our Out of Court work or b) via Court Ordered intervention. In the calendar year 2021, the service worked with 179 young people across a range of 260 community and custodial sentences. This does not take into account the victims the service has also worked with.</p> |   |
| <p><b>Summary of Impact and Issues</b></p>  |   |
| <p>It is a statutory requirement that Youth Offending Teams publish a Youth Justice Strategic plan. The Youth Justice Board requires that plans cover:</p> <ul style="list-style-type: none"> <li>- Strategic priorities for the coming year.</li> <li>- Commentary on resourcing.</li> <li>- Commentary on risks to future delivery.</li> <li>- Analysis of performance and, where appropriate, strategies for performance improvement.</li> </ul> <p>The strategic priorities for 2021-2024 address:</p>  |   |

- Creating a prevention of offending offer
- Developing a Diversion from criminal justice offer with the aim of reducing First Time Entrants
- Understanding YJ disproportionality issue – why more BME children are sat at the higher end of the YJ system
- Tackling the Serious Youth Violence.

Service development during this time will focus on alignment of the YOS with the Young People Services and the collective aim of offering a holistic, trauma informed approach to working with vulnerable adolescents. YOS focus is to strengthen the lower end of the youth justice offer, by supporting the development of a prevention of offending service, developing a youth diversion programme for children who are at risk of becoming first time entrants, better triage of police street issues community resolutions to ensure any opportunities to intervene our identified and responded too. The Service understands better the youth justice disproportionality issue and aims to work with other services to better this issue better and understand what is driving that. Furthermore, underpinning all of this will be an aim to promote and develop a child friendly approach underpinned by principles of Restorative Practice with which we hope other agencies working in the city will embrace and engage.

**Potential Positive Impacts**

Potential positive impacts are identified as:

- The plan supports Southampton Youth Offending Service performance against national and local indicators and gives clarity around how the service will work with partners to improve outcomes for children and young people in Southampton.
- The plan underpins local strategic responses to key changes in policy that will impact upon service provision for children and young people in contact with the service.
- The plan aligns the service’s strategic vision with the priorities of both the Local Authority and partner agencies, strengthening responses around safeguarding, community safety and restorative practice.

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| <b>Responsible Service Manager</b> | Anna Harbridge – YOS Manager                                 |
| <b>Date</b>                        | 16/02/2022   |
| <b>Approved by Senior Manager</b>  | Robert Henderson – Executive Director (Wellbeing – Children) |
| <b>Date</b>                        | 17/02/2022   |

| Impact Assessment | Details of Impact  | Possible Solutions & Mitigating Actions   |
|-------------------|--|---|
| <b>Age</b>        | <p>The service works with young people aged 10 to 17 years (and some young people who turn 18. Whilst subject to intervention).</p> <p>Based on the most recent 2021 data:</p> <p>18.4% are 10 – 13<br/> 15.1% are 14<br/> 22.9% are 15<br/> 16.8% are 16<br/> 26.8% are 17+</p> | <p>The YOS continues working with the Youth Justice Board to review its re-offending intervention work to check that the needs of specific age groups are adequately addressed.</p> <p>Bespoke provision can be offered to young children- and we will also take into account maturity when developing such intervention.</p> |

| Impact Assessment          | Details of Impact   | Possible Solutions & Mitigating Actions  |
|----------------------------|---|--|
| <b>Disability</b>          | <p>Disabilities would be identified in the first instance through ASSET+ assessments completed by YOS Officers.</p> <p>Thereafter, there are specialist health and education staff based within the team and processes and protocols are in place to refer to appropriate partners.</p> <p>The YOS base has disabled access for 1:1 meeting rooms, the group room and toilet.</p> | <p>Speech, Language and Communication Needs training has been delivered and the YOS has completed a scoping exercise in partnership with the SALT team to understand the needs of the YOS cohort and evidence the need for funding in this area.</p> |
| <b>Gender Reassignment</b> | <p>This information would normally be identified by the YOS officer working with the young person or an external health worker.</p>   | <p>The YOS information system, Child View enables officers to record relevant information for young people, as appropriate.</p>  |

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| <b>Marriage and Civil Partnership</b> | <p>This information would normally be identified by the YOS officer working with the young person. Currently, one young person open to the YOS is married.</p> | <p>No negative impact identified.</p> <p>Young people can undertake healthy relationships work with a health professional.</p> <p>Identified by the YOS.</p> |
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| <b>Impact Assessment</b>       | <b>Details of Impact</b>   | <b>Possible Solutions &amp; Mitigating Actions</b>   |
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| <b>Pregnancy and Maternity</b> | <p>This information would normally be identified by the YOS officer working with the young person or a health worker.</p>  | <p>Young people can undertake healthy relationships work with an appropriate health professional identified by the YOS.</p> <p>Young women who are pregnant would be offered intervention specific to their needs.</p> |
| <b>Race</b>                    | <p>Based on the most recent data for statutory cases:</p> <p>81% described themselves as white; 7.8% as mixed race; 5.0% as Asian; 3.9% as black British, 2.2% as Other Ethnic Group.</p> <p>Based on recent data we understand that children from BME background are disproportionately represented at the higher end of the criminal justice system.</p> | <p>Training around cultural competence and unconscious bias has been identified as a need and will be delivered at a pan hants level for all YOT staff across the county.</p>  |

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| <b>Religion or Belief</b> | As part of ASSET assessment completion, young people are asked about their religious beliefs. | <p>The Lammy Review of 2017 indicated that collation of Religious data was inconsistent across all criminal justice agencies. The SYOS Manager has led on a review of the Lammy Review for the Local Criminal Justice Board and recommended partner agencies await outcome of government response before coordinating a joined up approach across the county.</p> <p>In the interim, YOS intervention would be sensitive to the requirements of particular religious beliefs i.e. we would schedule appointments around particular times of prayer.</p> |
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| <b>Impact Assessment</b>  | <b>Details of Impact</b>   | <b>Possible Solutions &amp; Mitigating Actions</b>  |
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| <b>Sex</b>                | Based on 2021 data for statutory cases: 75.4% of young people known to the service are male and 24.6% female.      | Bespoke sessions have been offered for girls in the past and will be arranged as part of future provision.  |
| <b>Sexual Orientation</b> | This information would normally be identified by the YOS officer working with the young person or a health worker. | Young people can ask for advice and guidance from a health worker identified by the YOS. The YOS will facilitate and support appropriate referrals. |

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| <p><b>Community Safety</b></p> | <p>The service is based centrally in Southampton. At points, there can be 'area tensions' between groups of young people. The service also responds to local trends such as, County Lines, knife crime and peer group violence</p> | <p>There is a multi-agency Weapons Awareness Strategy in place to address local trends related to this type of offending and the YOS is facilitating multi-agency meetings to ensure peer group violence is addressed in an integrated fashion with partners.</p> <p>If young people themselves have specific problems this is managed by young people reporting issues to their officers who, in turn, liaise with the seconded police officer and implement local bespoke risk management plans.</p> |
| <p><b>Poverty</b></p>          | <p>There is a high rate of youth unemployment in the YOS cohort and many come from disadvantaged backgrounds.</p>  | <p>The YOS can provide practical support to attend sessions (i.e. bus tokens and Basics Bank vouchers).</p>  |

| <p><b>Impact Assessment</b></p>         | <p><b>Details of Impact</b></p>  | <p><b>Possible Solutions &amp; Mitigating Actions</b></p>  |
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|   |  | <p>Relevant cases are referred into the local Troubled Families initiative, Families Matter.</p>                       |
| <p><b>Health &amp; Wellbeing</b></p>    | <p>There are specialist health and education staff based within the team and processes and protocols are in place to refer to appropriate partners</p> | <p>Processes are in place to refer young people to local health service providers identified by Asset+ assessment.</p> |
| <p><b>Other Significant Impacts</b></p> | <p>N/A</p>   | <p>N/A</p>   |