

Name of proposal/policy	Youth Justice Plan 2017	Budget number (if applicable)	
Service area responsible	Children, Families and Education	Cabinet meeting date	14th November 2017
Name of completing officer	Mike Hodgson	Date EqIA created	31 October 2017
Approved by Director / Assistant Director	Lesley Hagger	Date of approval	31 October 2017

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

This is a yearly plan required by the Crime and Disorder Act 1998

Description of proposal under consideration/development

Northamptonshire Youth Offending Service (YOS) aims to deliver high quality services to the people of Northamptonshire that achieve the core purpose of preventing and reducing offending and improve outcomes for children and young people.

The stated aim of the YOS under the Crime and Disorder Act 1998 is to reduce offending and reoffending by children and young people. The YOS sits in both children's services and the criminal justice system; so it aims to improve the wellbeing of young people within wider legislation and guidance such as safeguarding, while also making them less likely to reoffend and diligently implementing court sentences.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”
<p>The caseload of the YOS has been considered to determine appropriate staffing levels to reduce offending in the county by young people under supervision, and in its Prevention and Diversion work, which includes intervention (relevant to Out of Court Disposals) and Diversion from the formal Criminal Justice System.</p>	<p>The overall aim of all YOS' is to reduce reoffending, and close monitoring of its caseload and outcomes provides evidence to support practices and processes to achieve this. Governance, including of all performance areas, is undertaken through the local YOS Management Board, chaired by the DCS with representation from all key agencies at senior level, as well as the YJB on a regional and national basis.</p>
<p>The YOS has 3 National Indicators it is required to achieve:</p> <ul style="list-style-type: none"> • NI 19 Rate of Proven Reoffending by Young People in the Youth Justice System • NI 43 Young People Receiving a Conviction in Court who are Sentenced to Custody • NI 111 First-Time Entrants to the Youth Justice System Aged 10-17 <p>It also monitors 2 Indicators locally:</p> <ul style="list-style-type: none"> • NI 45 Engagement in Education, Training and Employment by Young People who Offend 	<ul style="list-style-type: none"> • NI 19 – Northamptonshire's reoffending rate in 2016/17 was 29.8% which is lower than the national rate of 37.9% and also better than the Regional and Family rates at 35.3% and 35.5% respectively. • NI 43 – National custody rates are expressed as a rate per 1000 population (lower is better). Northamptonshire has reduced year on year the number of custodial sentences from 45 in 2012/13 to 29 in 2013/14 to 17 in 2014/15 and a further reduction to 10 in 2015/16. In 2016/17 there was a slight increase to 14 from an historically low base. Northamptonshire's custody rate compared to the Regional and National average shows that it is on a par with the Family and PCC comparative areas and significantly lower than the Regional and National rate.

<ul style="list-style-type: none"> NI 46 Access to Suitable Accommodation for Young People in the Youth Justice System 	<ul style="list-style-type: none"> NI 111 – The first time entrant rate is a national measure taken from the Police National Computer and expressed as a rate of first time entrants per 100,000 population. Performance for 2016/17 has shown a further continued reduction in the first time entrants rate compared to the previous year with the current rate at 283 per 100,000 population compared to 340 and 353 in the two previous years. Northamptonshire’s rate is lower than national and regional comparators and on a par with YOS Family Comparator areas. NI 45 – (Local Measure). This indicator measures the proportion of young people on relevant Youth Justice Disposals who are actively engaged in suitable education, training and employment when the disposal closes (defined as 25 hours or more for young people of school age and 16 or more hours for those above statutory school age). This is a local indicator for which comparator data is not available. The local target is 80% and the annual outturn for the last two years has been above that level despite an increasingly difficult environment for youth employment. NI 46 – (Local Measure). This is a measure of the proportion of young people at the end of their order deemed to be in satisfactory accommodation. This is a local target for which comparator data is not available and the target is 95%. Over the last three years this target has been exceeded year on year with over 95% of young people whose orders have ended being assessed as living in satisfactory accommodation.
<p>Internal management research into the use of custody for young people and reoffending rates. Local priorities are also monitored in respect of Final Warnings, Victims, Parenting, substance misuse, and mental health. Retention of the specialist functions ensures that those young offenders from BME backgrounds, with mental health needs and who are most vulnerable will not be disadvantaged.</p>	<p>Research (including that undertaken in conjunction with the Police addresses disadvantaged groups to ensure the best service to them. Black and mixed ethnicity young people are over represented in the young criminal justice system nationally, particularly custody. This has been highlighted by the recently published Lammy report. Custody figures locally which are closely monitored have shown some disproportionality, but this is within the context of significant reductions in the number of custodial sentences overall. The numbers involved are now very small and custodial sentences imposed only for serious offences. This has made it</p>

	difficult to identify specific organisational responses beyond the processes outlined above which are already in place. It has been agreed at the most recent YOS Management Board (September 2017) to have a project plan for the next Board on how we will engage, what data we will use, best way to report on disproportionality.
--	---

Tick the relevant box for each line	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age			✓	
Disability			✓	
Race & Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	
Human Rights (Please see articles in toolkit)			✓	
Other Groups (rural isolation, socio-economic exclusion etc)			✓	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
The data, monitoring and oversight of practice and outcomes outlined above demonstrates that the impact will be netural in the identified groups.	N/A

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2
No

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
n/a	

Final impact analysis (taking the findings from Part 2 into account) – including review date if required
Neutral