

# Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions. Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Children and Families	<b>Service area:</b> Youth Justice Service
<b>Lead person:</b> Rebecca Gilmour	<b>Contact number:</b> 0113 3782038

**1. Title: Leeds Youth Justice Plan**

Is this a:

**Strategy / Policy**
 **Service / Function**
 **Other**

**If other, please specify** This is the statutory Youth Justice Plan for Leeds for the next three years.

**2. Please provide a brief description of what you are screening**

Local authorities have a legal duty under Section 40 of the Crime and Disorder Act 1998 to produce a Youth Justice Plan that shows how they will provide and fund youth justice services. Leeds Youth Justice Plan 2021 -24 sets out our ambitions and priorities for the next three years, including arrangements to ensure that we continue to deliver our successful Youth Justice Partnership in the city. It provides the detail as to how Leeds Youth Justice Service intends to deliver services to improve outcomes for children, families and communities through delivery of six key priorities:

- Reducing the number of children and young people entering or re-entering the criminal justice system
- Identifying and addressing racial inequality in the youth justice system and supporting cultural cohesion

- Doing the simple things better
- Reducing serious youth violence
- Attendance, achievement and attainment
- Reducing custody and positive resettlement children and young people from custody

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?		x
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?	x	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

### 4. Considering the impact on equality, diversity, cohesion and integration

<p>If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment. Please provide specific details for all three areas below (use the prompts for guidance).</p>
<ul style="list-style-type: none"> <li>• <b>How have you considered equality, diversity, cohesion and integration?</b> (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)</li> </ul> <p>The Youth Justice Plan indicates how services for young people who offend will be delivered over the next three years. It includes our 'values' which are the principles which underpin the work of the Youth Justice Service. These include the ambition to be child-friendly and our belief that young people in the justice system are children first and offenders second. We recognise that many of the children and young people with whom we work are amongst the most disadvantaged in the city, with many having learning or communication difficulties, experiencing multiple trauma, poverty and victimisation, with a disproportionate number having care experience and having black and minority ethnic heritage. Over 80% of our young people are boys. Issues of equality, diversity, cohesion and integration are referenced throughout the plan since these principles are central to what we do as a youth justice partnership.</p> <p>Our relationships with young people and their parents/carers are restorative and we try to work WITH people, keeping them as fully informed as possible and involving them in decisions which concern them, to foster resilience and independence. As a multi-agency partnership, consultation and joint working is key to the YJS methodology. Public safety is the principle aim of what we do and through our dedicated victim liaison officers we keep the victim's voice clear in the work we do with young people. The Youth Justice Plan contains information about the young people we work with and the Youth Justice Partnership Board receives quarterly performance reports which indicate trends, activity and profile.</p>
<ul style="list-style-type: none"> <li>• <b>Key findings</b> (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)</li> </ul> <p>The six priorities as outlined above are designed to address equalities issues; ethnic disproportionality within the youth justice system, the impact of custody (which is disproportionately experienced by boys and by mixed heritage young people), ensuring all our young people benefit from an individualised education, training or employment offer; ensuring that our partnership does all it can to reduce numbers of young people entering into and staying within the youth justice system and addressing the complex issues behind serious youth violence in our city (which disproportionately affects boys from specific parts of the city and specific ethnic groups). Delivering on these priorities will improve outcomes for children and young people in the justice system or at risk of offending and will have a positive impact on the communities in which they live.</p>
<ul style="list-style-type: none"> <li>• <b>Actions</b> (think about how you will promote positive impact and remove/ reduce negative impact)</li> </ul>

In order to deliver on the priorities identified in the Youth Justice Plan, each priority will have its own action plan and lead Youth Justice Partnership Board member. Board meetings will be themed to provide detailed feedback on progress regarding individual priorities and a detailed data set will be provided. The annual refresh of the plan will provide a formal review structure to identify areas of good progress and for improvement.

**5. If you are **not** already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

**6. Governance, ownership and approval**  
Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Joel Hanna	Head of Service, Children Looked After	22.10.21

**7. Publishing**  
This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	