

## Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act.
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

### 1. Background

Directorate	Children's Services
Service area	
Title of the proposed change being assessed i.e. the policy, service or other development	Youth Justice Plan 2024/25

Describe the purpose of the proposed change and the intended outcomes
To recommend to Council that it approves Gloucestershire's Youth Justice Plan.

#### Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	Yes
Other (please specify):	Statutory partners – health, police, probation, Office of the Police and Crime Commissioner (OPCC).

Decision to be taken and decision maker	To recommend that Council approves Gloucestershire's Youth Justice Plan 2024/25
Person(s) responsible for completing this assessment	Andy Dempsey
Date of this assessment	18 <sup>th</sup> June 2024

## 2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	All young people open to Youth Justice can feedback on their experience – this is utilised in the development of practice and our annual plan. A key aim of the current plan is to increase the engagement and voice of young people in the delivery of youth justice in the county.	
Workforce	Internal consultation with workforce.	

Partners	Via the Youth Justice Management Board annual development session and quarterly meetings.	
Other	N/A	

### 3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

#### 3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	<b>Service Users</b>	<b>Gloucestershire County Council (GCC) Staff</b>
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<p>Protected Characteristics (Equality Act 2010)</p>	<p>Children of Black and mixed ethnicity are over represented in our Youth Justice system.</p> <p>Around 75% of children open to Youth Justice are also open to Children's Social Care.</p> <p>A high percentage of children have special educational needs.</p>	
<p>Additional Groups (including care leavers / care experienced adults)</p>		

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

**Service Users**

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		-				
Disability	✓				Aim 4 – Continue to develop our offer for children with SEND.	
Sex		-				
Race	✓				Aim 3 – Reduced racial disparity in the Youth Justice system.	
Gender reassignment		-				
Pregnancy & maternity		-				
Religion and/or belief		-				
Sexual orientation		-				
Marriage & civil partnership		-				
Armed Forces community						
Carers						
Care leavers / care experienced adults		-				
Digital exclusion		-				

Geography, for example, urban and rural areas		-				
Socio-economic disadvantage		-				
Vulnerable groups of society		-				
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

**Gloucestershire County Council Staff**

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		-				
Disability		-				
Sex		-				

Race		-				
Gender reassignment		-				
Pregnancy & maternity		-				
Religion and/or belief		-				
Sexual orientation		-				
Marriage & civil partnership		-				
Armed Forces community		-				
Carers		-				
Care leavers / care experienced adults		-				
Digital exclusion		-				
Geography, for example, urban and rural areas		-				
Socio-economic disadvantage		-				
Vulnerable groups of society		-				
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?




#### 4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Aim 3 – Reduce racial disparity within Gloucestershire Youth Justice System	See pages 40-41 – Gloucestershire Youth Justice Plan.	YJMB	March 2025
Aim 4 – Improve the health and wellbeing of children within the Youth Justice System	See page 42 – Gloucestershire Youth Justice Plan.	YJMB	March 2025

## 5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Youth Justice Management Board
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Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> <li>▪ What mechanisms will be used?</li> <li>▪ How will service users / the wider community / GCC staff and other stakeholders be involved?</li> </ul>	<p>Youth Justice Services are subject to a comprehensive national performance framework set by the Youth Justice Board (YJB). This will enable us to track progress on the EDI aspects of this year’s plan. At a local level we are also developing a disproportionality dashboard which draws upon the YJB Disproportionality Toolkit.</p>

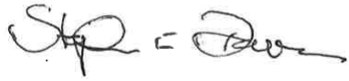
Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	YJMB meetings quarterly – supported by a series of subgroups.
What mechanisms will be used?	Key performance metrics, case file and thematic audits, feedback and views of young people, victims’ feedback.

How will service users / the wider community / GCC staff and other stakeholders be involved?	
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## 6. Approval

Signature of Senior Officer	
Name of Senior Officer	Ann James
Date	10.07.24

Signature of Decision Maker	
Name of Decision Maker	Cllr Stephen Davies
Date	10.07.24

## Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	Note: Key demographic data is set out in the Youth Justice Plan.
Disability	
Sex	
Race	
Gender reassignment	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Marriage & civil partnership	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

## Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	

Socio-economic disadvantage	
Vulnerable groups of society	

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