

## Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.<sup>1</sup>

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Youth Offending Service Recovery Plan
Person(s) responsible for completing this statement	Andy Dempsey Director of Partnerships and Strategy Karon McCarthy Head of Gloucestershire Youth Offending Service
Briefly describe the activity being considered including aims and expected outcomes	To outline the Covid response arrangements for youth justice in the county.

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<sup>1</sup> For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

## Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

### Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

[Service user diversity reports](#) are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

### Needs analysis

[Gloucestershire population demographics](#) data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

### Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our [website](#) including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

**Service information (if applicable) or Needs analysis (if applicable)**

<b>Who is responsible for delivering the service?</b>	External provider - Prospects, part of Shaw Trust on behalf of GCC as the accountable body. No change anticipated at this time.
<b>Service user data/Needs analysis information – There are currently a total of 95 young people open to YOS</b>	
Age	11 years old – 1% 13 years old – 6% 14 years old – 8% 15 years old – 17% 16 years old – 34% 17 years old – 34%
Disability	17%
Sex	Female – 14% Male – 86%
Race (including Gypsy & Traveller)	White British – 64% BAME – 33% Not recorded – 3%
Gender reassignment	Not formally recorded as a matter of routine.
Marriage & civil partnership	Not formally recorded as a matter of routine.

Pregnancy & maternity	0%
Religion or Belief	Not formally recorded as a matter of routine.
Sexual Orientation	Not formally recorded as a matter of routine.

**Other information**

## Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC [Workforce diversity reports](#)** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

<b>Total number of GCC staff affected</b>	<b>NOT AFFECTED.</b>
Age	
Disability	
Sex	
Race (including Gypsy & Traveller)	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion or Belief	
Sexual Orientation	

## Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	<i>If applicable</i>
Workforce	<i>If applicable</i>
Partners	Consultation and dialogue with key partners and stakeholders has been integral to the development of the Recovery Plan.
External providers of services	<i>If applicable</i>

## Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations.

Protected group	<b>Challenge or opportunity considered and what we did</b>
Age(A)	<p>The purpose of Gloucestershire YOS is to support and protect young people on the periphery of, or within the Criminal Justice System (CJS). To meet our objectives, we engage in extensive collaborative working with all the statutory agencies across the county, as well as a significant number of non-statutory bodies. As noted within the Recovery Plan, we have also developed and implemented <i>Children First</i> which is a hugely successful diversion scheme designed to prevent young people entering the CJS unless it is absolutely the right process for that young person, either because they are a prolific offender, they fail to acknowledge responsibility for the offence, and/or it is a serious offence. As a result of this scheme, there has been a significant reduction in the number of first time entrants within the CJS. Effective diversion enables those young people who have acted uncharacteristically to engage with us on a voluntary basis to address their behaviour and support their needs. It also prevents limitations with their life chances that a formal CJS outcome could create, such as difficulties being able to work with vulnerable people in adulthood.</p> <p>We have young people who work with us as mentors, to provide us with advice and guidance about how we can adjust our processes to further benefit young people. We are also actively investigating how we can bring young people on board to develop our provision, and reward them through payment or other benefit, as well as spare their time on a voluntary basis to help other young people.</p>
Disability (D)	<p>All of our buildings are disability-friendly in terms of accessing the relevant areas.</p> <p>We also run evening clubs across all districts for young people with SEND/LDD (Special education needs and disabilities / Learning difficulties and disabilities), allowing this vulnerable cohort the opportunity to explore issues and life skills in a safe environment, with others of similar abilities.</p> <p>We also provide a National Additional Needs Open Expedition (ANOE) linked to D of E accreditation, whereby some of our volunteers are previous participants and actively involved in the planning and delivery as disabled young people.</p> <p>We support SEND schools within Gloucestershire with accreditation of D of E Awards.</p> <p>We run Disability Adaptive sessions via our Activities Team to promote and facilitate inclusion and positive occupation.</p> <p>This work also forms part of the Youth Work curriculum.</p>

<p>Sex (S)</p>	<p>In the summer we provided a 'Dove' sponsored Positive Body Image programme to young girls. Once restrictions ease, we will be looking to continue such gender specific group work, including a females only sports evening and male only programmes, which allows us to focus on needs that are specific to their gender and experiences.</p> <p>In Gloucestershire there is a slightly higher than national average number of young girls within the Criminal Justice System. We are exploring ways to reduce this disproportionality, and talks are taking place with a Women's Trust who already have some overlap, and significant expertise in this work.</p>
<p>Race (including Gypsy &amp; Traveller) (R))</p>	<p>1:1 and small group targeted sessions where race is identified within the initial assessment as either a risk or protective factor. It also forms part of our Youth Work Curriculum.</p> <p>Mirroring the rest of the country, Gloucestershire has disproportionality and over-representation of young people from the BAME community within the justice system. We are actively seeking ways to redress this balance, through research-led and evidence-based ideas. Ideas include running a pilot within our <i>Children First</i> diversion scheme to allow young people from BAME communities to be diverted from court without an admission of guilt or responsibility at the initial stages, taking on board pertinent guidance from The Lammy Review.</p> <p>We have also implemented strategies such as the Reverse Mentoring scheme where members of staff from the BAME community engage with senior leaders to advise and guide on new policies and procedures, to specifically focus on BAME young people and how any changes may affect them.</p>
<p>Gender reassignment (GR)</p>	<p>We are an inclusive provider and actively promote inclusion across our processes, policies, staff, and young people. At our recent all staff Inclusion Conference one of the presenters was a young man from the transgender community. He gave an enlightening and engaging talk about his experience within Gloucestershire as a child in care and provided perceptive strategies on how we can further enhance our work with young people within this community.</p>
<p>Marriage &amp; civil partnership (MCP)</p>	<p>Not applicable within our work as a rule, and nothing note-worthy at the time of writing.</p>
<p>Pregnancy &amp; maternity (PM)</p>	<p>Within our wider provision we have a specific lead on Teenage Pregnancy to provide guidance and support for any pregnant young person. We also have a similar provision for sexual health to provide clarity and education on such matters, in an effort to prevent teenage pregnancies and keep young people physically healthy.</p> <p>Sexual health and relationships also form part of our Youth Work Curriculum, and 1:1 and small group targeted</p>

	<p>sessions are delivered where this has been highlighted as a potential factor.</p> <p>The C-Card is a scheme that enables young people to collect free condoms from local chemists, and these are offered as part of any youth work session, including detached/outreach work.</p>
Religion and/or Belief (RAOB)	<p>This forms part of our Youth Work Curriculum and we provide 1:1 and small group targeted sessions where relevant. We also engage with the concept of spirituality, and the awe and wonder factor, when reviewing our D of E provision.</p>
Sexual Orientation (SO)	<p>Within the Stroud district we have the weekly 'Something Fabulous' LGBTQ+ targeted Youth Club. In addition, we provide 1:1 and small group targeted sessions around sexual identity, gender, and body image. This area of work is also forms part of our Youth Work Curriculum.</p>

## Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

### Action Plan

Action	Who is accountable	Time frame

## Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

The Recovery Plan will be subject to ongoing scrutiny and oversight by partners through the Youth Justice Partnership Board.

## Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

<b>Senior level sign off:</b> 	Andy Dempsey	Date: 8.10.2020
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

<b>Name of relevant Portfolio Holder/Cabinet Member:</b> Richard Boyles	
<b>Signed by Portfolio Holder/Cabinet Member:</b> 	<b>Date:</b> 29/10/20

## Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.