

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Youth Justice Strategic Plan 2023-24
Team/ Department	Children and Families, People
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Abdullahi
Author(s) name(s) and contact details	Ivana Price, Head of Early Help, Youth and Community Safety Services Tel: 02081484901
Committee name and date of decision	Council 18 September 2023
Date of EqIA completion	25 July 2023

Date the EqIA was reviewed by the Corporate Strategy Service	27th July 2023, Sarah Gilroy
Name of Head of Service responsible for implementing the EqIA actions (if any)	Head of Youth Justice Service Linda Crawford
Name of Director who has approved the EqIA	Director of Children and Families Anne Stoker

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
What are the reasons for the decision or change?
What outcomes are you hoping to achieve from this change?
Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

Enfield Council introducing a new Youth Justice Plan 2023-24. The plan outlines delivery of Youth Justice Services in Enfield. The service works with children aged 10-18 who have committed offences and have been either given an Out of Court Disposal by Police or a post court disposal. The service also works with victims. The delivery of the Youth Justice Services must comply with the Youth Justice Board's National Standards of Practice.

What are the reasons for the decision or change?

To ensure the Council discharges its statutory duties, it must produce an annual Youth Justice Plan. The plan's format and the elements it covers are mandated by the Youth Justice Board.

What outcomes are you hoping to achieve from this change?

The Plan sets out Enfield's vision to provide high quality responsive Youth Justice Services that see children as children, treat them fairly and help them to build on their strengths so they can make a constructive contribution to society. We aim to keep children safe, prevent offending and create safer communities with fewer victims.

The Youth Justice Plan sets out the following key strategic priorities for 2023/24:

- Continue to invest in highly effective prevention and diversion with focus on preventing first time entrants and teen violence in line with our public health approach to serious youth violence and the new violence reduction duty
- Effectively safeguard and promote the welfare of all children with Youth Justice with a specific focus on safeguarding children detained in police custody, reducing the number of children in custody, preventing remands, providing effective resettlement support whilst reducing risks to reoffending
- Continue to promote and embed a child first approach across the Youth Justice system
- Continue to drive disproportionality action plan across the Youth Justice system informed by an understanding of local needs

- Deliver high quality Youth Justice Services that are responsive to local needs of children and enabled by effective governance, partnership, leadership, commissioned services, workforce development and quality assurance
- Continue to drive effective practice by providing support for children with a strong focus on improving safety, health, and educational outcomes, and using our trauma informed practice, restorative justice and victim support

Who will be impacted by the project or change – staff, service users, or the wider community?

Service users are young people in the Youth Justice Service and their parents/carers and victims of crime. Staff from the Youth Justice Service will also be impacted by the plan. The wider community of Enfield will also be impacted by the plan as we work to create safer communities with fewer victims.

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Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The Plan covers delivery of Youth Justice Services to children and young people aged 10-18 only. The Youth Justice Plan sets out how we will continue to provide high quality responsive Youth Justice Services that see children as children, treat them fairly and help them to build on their strengths so they can make a constructive contribution to society. Delivery of the Plan is therefore expected to have a positive impact on this age group.

The profile of children involved in offending for 2021/22 highlights the following prevalence of children's ages:

- 10-12 (2%)
- 13-14 (22%)
- 15-16 (43%)
- 17-18 (33%)

Board and partners continue to review needs of children to ensure relevant services and interventions are commissioned and delivered to meet the needs of children.

Mitigating actions to be taken

None to be taken.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact**

[positive or negative] on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

We know from our last annual vulnerability profile (2020/21) of children involved in offending that:

- 13% of children had Special Education Needs and Disabilities
- 24% of children had speech, language and communication needs
- 33% of children had emotional and mental health needs
- 27% of children have general health issues
- 31% of children have substance misuse needs

Delivery of the Youth Justice Plan is expected to have a positive impact on all children and young people involved in offending, including children and young people affected by disability, with special education needs and/or with additional health needs. The Plan contains several actions targeted at children and young people with special educational needs and disabilities and additional health needs:

- Council will continue to work with the Integrated Care Board to jointly commission 'Health in Justice' provision for children involved in offending. This will provide 1 fte Nurse, 0.6 fte Clinical Psychologist, 1 fte Liaison and Diversion worker and 0.4 fte Speech and Language Therapist.
- Public Health will continue to commission Young People Substance Misuse Service. The newly re-commissioned provider, Humankind, will provide a dedicated substance misuse worker and support for children involved in offending to ensure they are prioritised for treatment.
- The YJS service has implemented a joint working protocol with SEND to ensure there are effective information sharing and partnership work arrangements in place to ensure that children with SEND are not disadvantaged within youth justice system. The service is currently working towards the SEND Quality Mark*.
- Public Health will update the joint strategic needs assessment. This will ensure we continue to identify and understand health needs of children involved in Youth Justice and commission and provide appropriate health support to meet their needs.

*Quality Mark is a framework developed by the Association of YOT Managers, the children's charity Achievement for All and Department for Education. The Quality Mark helps Youth Justice Services to self-assess themselves and work towards quality standards in terms of supporting children with special education needs and disabilities within youth justice.

Mitigating actions to be taken

None to be taken

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

Delivery of the Youth Justice Plan is expected to have a positive impact on children and young people who are involved in offending, including those who are transgender. We aim to provide high quality responsive Youth Justice Services that see children as children, treat them fairly and help them to build on their strengths so they can make a constructive contribution to society. We ensure the following through the delivery of our Youth Justice Service:

- All children coming to the service are holistically assessed and supported with disclosure of their gender identity.
- Ensure that the health and emotional wellbeing needs are met for all children, including those who may wish to have gender re-assignment surgery in future.
- The service intervention will be personalised to an individual's identity, promoting positive identity of children.

Mitigating actions to be taken

None to be taken

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

There is no impact anticipated as children and young people under the remit of the Youth Justice Service will be under the legal age of marriage, which is 18 years of age.

Mitigating actions to be taken

N/A

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

Most children supported by Youth Justice Service are young boys. The last local offending profile of children (2021/22) highlighted that only 16% of the cohort were young girls. It is possible that a young person supported by the Youth Justice Service may be pregnant.

Should any of young girls involved in Youth Justice Service become pregnant, the service has a dedicated 'health in justice' provision to ensure that all health needs of children supported by the service are met.

All children's needs are assessed by a comprehensive assessment (ASSET Plus). The assessment informs development of an appropriate intervention plan. In the instance that a young girl was pregnant whilst completing an Out of Court or post Court disposal, the intervention plan would be reviewed, ensuring that reasonable adjustments are made to ensure that health and welfare needs of the expectant mother and baby are met.

Mitigating actions to be taken

None to be taken

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

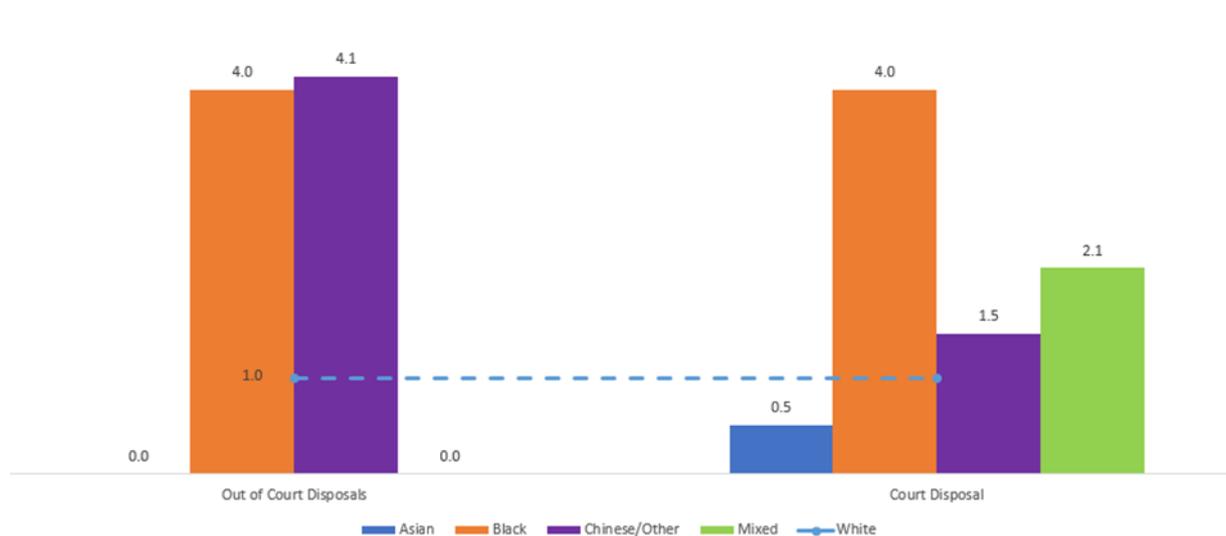
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

Tackling over-representation of children from specific ethnicities within the Youth Justice Service is one of the key strategic priorities reflected within the Plan. We have introduced the use of RRI (Relative Rate Index), which provides the rate at which a particular decision is made for a particular group of young people, enabling us to report on disproportionality. The RRI provides the proportion of each ethnic minority group, relative to the proportion of the White ethnic group, receive court disposals and out of court disposals. Each group is divided in its own ethnic population to calculate the rate. This figure is then divided by the White rate to provide an RRI score. An RRI of 2.0 indicates that this group have twice the likelihood of an outcome than the White children. An RRI of 1.0 means they have the same likelihood as White offending children, and an RRI of 0.50 means half the likelihood compared to the White population.

Overall, we continue to see those Black children are significantly over-represented (4.0 times as likely than their White counterparts) within the Youth Justice Service across both pre and post court disposals. We see that Chinese/Other children are 4.1 over-represented in Out of Court disposals, however, this reduces to 1.5 times likely in court disposals.

Quarter 4 2022-23



As part of our work to further understand and tackle disproportionately in the youth

justice system, in 2022-23, the Board and wider partnership has achieved the following:

- improved our understanding of disproportionality through reviewing available data to inform our focus of work;
- board members participated in two spotlight sessions on disproportionality that informed our focus and action taking;
- provided training on adultification and disproportionality in assessment via the Safeguarding Enfield Partnership;
- continued to focus on preventing school exclusions through investment in the Nexus Project, delivering impactful and culturally sensitive interventions to children at risk of being excluded;
- trained all custody teams in Wood Green Police custody in trauma informed approach;
- implemented a presumption in youth custody of legal advice for all child detainees, instead of children being given a choice which often resulted in children declining legal advice, often due lack of trust in the system;
- supported the development of new leaflets and a booklet, led by the Police, and aimed at children coming into police custody to help them understand their options, rights, and the process within police custody.

The service has invested in the following areas of work to help us to continue to prevent and address disproportionality:

- embedding trauma informed practice into all the work we do;
- scrutinising over-representation within the Youth Scrutiny panel for Out of Court Disposals;
- providing interpreters where language is a barrier for children or their parents to engage with the service;
- systematic work with the court to divert children from court where appropriate and track the impact, for example, we have diverted 28 cases from court for an Out of Court Disposal consideration;
- commissioning and resourcing appropriate interventions, such as No Knives and Better Lives, Youth Guardian, Youth Worker, Education Psychologist, Speech and Language Therapist, Clinical Psychologist, a dedicated Re-settlement worker and ETE Coordinator;
- improving joined up working with young people from Gypsy Roma Traveler communities through working with Bright Futures;
- working closely with the Engage team in Wood Green custody to ensure that children are provided with support in the reachable and teachable moment, being supported in a culturally sensitive and trauma informed way; and
- training all our staff in anti-discriminatory practice and equality and diversity.

In 2023-24, the Plan commits us to:

- seek to understand the lived experience of children in the Youth Justice system to inform our strategic planning and operational delivery;
- use data from a range of sources across the partnership to identify where,

and if possible, why, disproportionality occurs to inform our focus of interventions across our partnership work;

- look for best practice to inform our interventions; and
- develop a partnership plan of action to focus our work; and regularly review our progress against the actions.

- We will continue to promote a culture of inclusivity and diversity within delivery of Youth Justice Services. We will promote our four core values that we believe are essential for creating a fairer Enfield:
 - Diversity
 - Inclusion
 - Equal Opportunities
 - Dignity and Respect

Mitigating actions to be taken

None to be taken.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Religious profile of Enfield (2021 Census) ¹

Religion	Proportion of Enfield population
Christian	46.4%
Buddhist	0.5%
Hindu	3.1%
Jewish	1.1%
Muslim	18.6%
Sikh	0.4%

¹ ONS, [Religion, England and Wales: Census 2021](#)

Other religion	3.1%
No religion	19.8%
Religion not stated	7.0%

All children supported by the Youth Justice Service are encouraged to disclose their religion and any specific needs are assessed to ensure they are appropriately supported. We do not currently provide prayer space for young people who may require it.

Mitigating actions to be taken

We will identify a suitable space in Thomas Hardy House that could be used as a prayer room if this is required by any of our children.

Sex
Sex refers to whether you are a female or male.
Will this change to service/policy/budget have a differential impact [positive or negative] on females or males?
Please provide evidence to explain why this group may be particularly affected.
<p>The Plan covers delivery of Youth Justice Services to children and young people aged 10-18 only. The Youth Justice Plan sets out how we will continue to provide high quality responsive Youth Justice Services that see children as children, treat them fairly and help them to build on their strengths so they can make a constructive contribution to society. Delivery of the Plan is expected to have a positive impact on all children and young people involved in offending, regardless of sex.</p> <p>There is a disproportionately high number of boys across the Youth Justice Services caseload. The last local offending profile of children (2021/22) highlighted that only 16% of the cohort were young girls. This trend is consistent with national trend.</p> <p>Whilst most service users are young boys, we recognise it is important that we meet the needs of young girls with interventions tailored to meet their needs as appropriate.</p> <p>The Youth Justice Service workforce is diverse, enabling us to allocate an appropriate worker to match the needs of children coming to the service. It would be a normal practice to allocate a female client to a female practitioner.</p>

The service will continue to review its interventions, commissioned services, and partnership work to ensure it continues to meet the needs of all children, including young girls.

Mitigating actions to be taken

None to be taken.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The Plan covers delivery of Youth Justice Services to children and young people aged 10-18 only. The Youth Justice Plan sets out how we will continue to provide high quality responsive Youth Justice Services that see children as children, treat them fairly and help them to build on their strengths so they can make a constructive contribution to society. Delivery of the Plan is expected to have a positive impact on all children and young people involved in offending, regardless of sexual orientation.

At a national level, research shows that young people who identify as bisexual, gay, lesbian, non-binary or asexual experience inequalities in the youth justice system.²

The Youth Justice Service would normally refer children and young people who identify as bisexual, gay, lesbian, non-binary or asexual to the youth services and support provided by Enfield LGBTQ.

All staff receive diversity training and work with children in a personalised way respecting their identity. Where children's identity impacts on their emotional well-being, the Plan commits a Clinical Psychologist resource that can provide support with emotional and well being issues.

² <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8963705/>

Mitigating actions to be taken

No action to be taken.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The Plan covers delivery of Youth Justice Services to children and young people aged 10-18 only. The Youth Justice Plan sets out how we will continue to provide high quality responsive Youth Justice Services that see children as children, treat them fairly and help them to build on their strengths so they can make a constructive contribution to society. Delivery of the Plan is expected to have a positive impact on all children and young people involved in offending, including those who are socio-economically deprived.

According to the Index of Multiple Deprivation as compiled by the DCLG in 2019, Enfield has become relatively more deprived in comparison to other London boroughs. In 2015, Enfield was the 12th most deprived borough in London, by 2019 it was the 9th most deprived. We know from our public health needs assessment of serious youth violence (in 2020) that youth violence tends to be concentrated in the Eastern corridor of the Borough.

The Service will continue to collaborate with all relevant Early Help services, Housing Services, Family Hubs, Community Hubs and third sector partners to mitigate against adverse impact of the cost of living crisis on children involved with Youth Justice.

The Service has an effective joint working protocol with social care. This ensures that children known to social care who face multiple disadvantages, including social economic deprivation, are effectively supported by both social care and Youth Justice Service, removing barriers to engagement and completion of their orders.

Mitigating actions to be taken.

None to be taken.

Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The Youth Justice Strategic Management Board (a statutory Board) is responsible for production and overseeing delivery against the Youth Justice Strategic Plan. The Board regularly monitors the delivery and impact of the Plan.

The Youth Justice Service also regularly reviews performance against operational deliverables through its Strategic Quality Assurance Group and the departmental Practice and Improvement Board.

The Service also regularly reports to the Council's Assurance Board.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments