

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; and
- 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 2024-26
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 Meeting 18th of September 2024
Date of EqIA completion	31st of July 2024

Date the EqIA was reviewed by the Corporate Strategy Service	11 July 2024
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 2024-2025. 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 for a Child First youth justice system: a youth justice system that sees children as children, treats them fairly and helps them to build on their strengths so they can make a constructive contribution to society. This will prevent offending and create safer communities with fewer victims.

The Youth Justice Plan sets out the following key strategic priorities for 2024- 25:

- Continue to prevent FTE, reduce re-offending and use of custody for children in Enfield and keep victims safe and their voices heard.
- Safeguard and maximise welfare and health and well-being outcomes for all children within youth justice system.
- Continue to embed Child First approach across the system whilst ensuring robust risk management of children, enabled by effective multi-agency approach.
- Continue to drive improvements across our youth justice system in response to local needs and HMIP inspection recommendations.

- Relentlessly focus on the prevention of serious youth violence.
- Drive delivery of our Disproportionality Pledge across the system with more specific focus on capturing impact.

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 care experience and 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 2022/23 highlights the following prevalence of children’s ages:

- 10-12 (3%)
- 13-14 (25%)
- 15-16 (45%)
- 17-18 (27%)

The Youth Justice Service Management Board and partners will 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 (2022/23) of children involved in offending that:

- 62% of children had Special Education Needs and Disabilities;
- 17% of children had emotional and mental health needs;
- 54% of children have general health issues; and
- 40% of children have substance misuse needs.

In October 2023, Enfield Youth Justice has been awarded with the Quality Mark, receiving the highest rating for delivering high quality services for children with SEND.

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 actions targeted at children and young people with special educational needs and disabilities and additional health needs:

- Continue to work with the ICB to ensure health arrangements are meeting the needs of children and families.
- Undertake an annual profile of children involved in offending to help our partnership to commission and provide effective services and interventions to meet the diversity of needs of children;
- Review specifically health needs of children to inform future commissioning and service provision.
- Build on our commitment to support and prevent criminalisation of children with SEND and those in care who are often over-represented in the Youth Justice System.

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

None to be taken.

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 (2022/23) highlighted that only 10% 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.

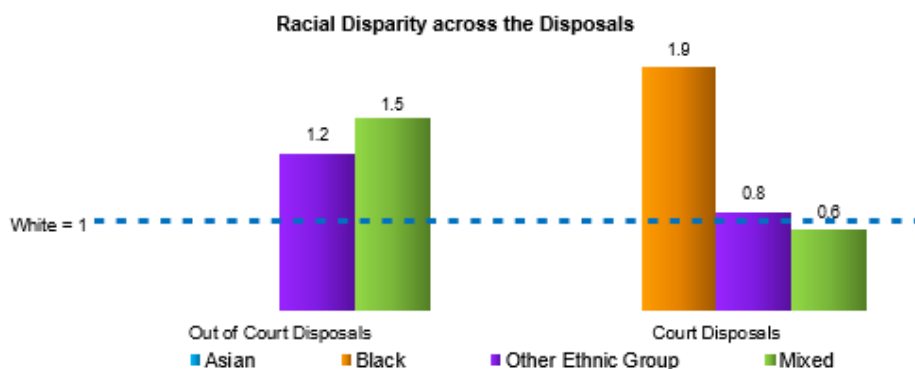
Race

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 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 of Index) reporting on disproportionality. The RRI represents the proportion of each ethnic minority group, relative to the proportion of the White ethnic group. 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.



The relative rate index graph (RRI) is broken down into disposals. Overall, the data shows that Black and Mixed Heritage children continue to be overrepresented in the YJS.

Our priority is to build on the existing disproportionality road map of work. As a partnership and Service, we have adopted the Disproportionality Pledge and have a clear roadmap to take local action to reduce inequalities that black children face within the Youth Justice System. However, we recognise that children and families from black and other ethnic minorities background face inequalities in life well

before children enter the criminal justice system.

In 2024-25, we will:

- Work with the Met Police and other London Boroughs to develop mechanisms to review and scrutinise stop and search to inform our learning and affect the Met Police practice.
- Work with the Met Police to develop Outcome 22 diversion scheme to tackle over-representation of Black children through providing a diversion from the criminal justice system.
- Collaborate with Haringey Council and Met Detention and seek funding for further Child First/Trauma Informed Practice training to ensure children receive child specialist support from police custody staff and child specialist legal representation from the point of their arrival at the police station in order to reduce the routine use of Police detention of children and increase the use of diversion, reduce the over-representation of black children, and increase the identification of children who are victims of criminal exploitation.

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.

The table below shows the religion/belief breakdown of Enfield residents aged 10-17.

Religion	Number of Enfield residents aged 10-17	Proportion of Enfield population aged 10-17
Buddhist	131	0.3%
Christian	16,580	43.5%
Hindu	807	2.1%
Jewish	219	0.6%
Muslim	9,907	26%
Sikh	141	0.4%
Other religion	1,259	3.3%
No religion	6,597	17.3%
Religion not stated	2,507	6.6%
Total	38,148	100%

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 these young people, regardless of their religion or belief.

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.

There is Multi faith room at Thomas Hardy House (where the Youth Justice Service is based).

Mitigating actions to be taken

None to be taken.

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.

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.

There is a disproportionately high number of boys across the Youth Justice Services caseload. The last local offending profile of children (2022/23) highlighted that only 10% of the cohort were young girls. This trend is consistent with national trend.

Whilst most service users are young boys, we recognise it is important that we meet the needs of young girls.

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 young girl client to a female practitioner.

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.

We would normally refer children to the Enfield LGBTQ Foundation, if the child has disclosed, they are LGBTQ.

Mitigating actions to be taken

None to be taken.

Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

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

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

Children in care are over-represented in the Youth Justice System. The table below illustrates the number of children involved in offending who are looked after children and care leavers.

Indicator	Q1 2023/24	Q2 2023/24	Q3 2023/24	Q4 2023/24
	Value	Value	Value	Value
Looked After Child /Leaving Care	9	17	17	20

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 with care experience.

In 2024/25, we will:

- Build on our commitment to support and prevent criminalisation of children in care who are often over-represented in the Youth Justice System.

Mitigating actions to be taken

We will establish task and finish group to review our practice against the MOPAC published protocol on Reducing criminalisation of looked after children and care leavers.

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 which faces higher level of deprivation.

The Service will continue to collaborate with Early Help, Housing, Family Hubs, Virtual schools, Community Hubs and third sector partners to mitigate against the adverse impact of cost of living 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 regularly reviews performance against operational deliverables through its Strategic Quality Assurance Group and the departmental Practice and Improvement Board.

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

Section 5 – Action plan for mitigating actions

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Reducing criminalisation of looked after children and care leavers	Set up and launch task and finish group to review current arrangements and practice.	Head of Early Help, Youth and Community Safety	Sept 24-Dec 24	N/A	