

Equalities Screening Record Form

Date of Screening: 3.08.12	Directorate: CYPL	Section: YOS	
1. Activity to be assessed	Youth Justice Strategic Plan 2012/13		
2. What is the activity?	<input checked="" type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing, but updated		
4. Officer responsible for the screening	Karen Roberts		
5. Who are the members of the EIA team?	Karen Roberts, Jo Graves		
6. What is the purpose of the activity?	Legal requirement to update the YJ Plan annually, to set out the strategic aims and direction for Youth Justice services		
7. Who is the activity designed to benefit/target?	Service Users, staff of the YOS and the funding partners of the YOS Partnership		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g. equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality	N	Neutral impact. The Policy sets out services which are accessible to all groups.	Youth Justice Services are provided to all groups who are sentenced by the Youth or Crown Court. There is disabled access to the building where services are provided. The YOS has access to specialist workers who provide services for young people with learning disabilities and mental health problems.
9. Racial equality	N	Neutral. As above	The YOS has a race equality policy and ensures that services covered by the YJ Plan are equally accessible to all young people sentenced by the Court and those who are at risk of entering the YJ system.

10. Gender equality		N	Neutral as above	Youth Justice Services are equally accessible to both boys and girls who have been sentenced by the Court, and those who are at risk of entering the YJ System.
11. Sexual orientation equality		N	Neutral	As above
12. Gender re-assignment		N	Neutral	As above
13. Age equality	Y		Adverse. The service is only available to young people aged between 8 and 17 years and their parents/carers. The YOS prevention service has been extended this year from 14 – 15 years but is not available post 15yrs.	This is a youth based service designed for young people, and therefore adults are not within the YOS remit other than in their role as parents/carers. A bid was submitted to the council for funding to extend the age range beyond 14 for access to the YOS preventions service but has so far not been successful, so the compromise has been to extend the age to 15 from within existing resources.
14. Religion and belief equality	Y		Positive.	The YOS service routinely monitors users needs regarding religion and makes provision for those unable to communicate in English, or unable to attend appointments at specific times for religious reasons e.g. prayers, religious holidays
15. Pregnancy and maternity equality		N	Neutral. The policy applies equally to pregnant women.	
16. Marriage and civil partnership equality		N	Neutral.	
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.	The Youth Justice service is designed to impact positively on young people who have offended and their parents/carers. The service works positively to address the issues of discrimination faced by young people who have offended, and support them to overcome the barriers they face e.g. employment. Many of the families who use the service are on low incomes.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	As above. Also the YOS is only funded to work with young people aged 10 – 17 on court orders, and those aged 8-15 who are identified as being 'at risk' of offending. Current funding is being sought to extend the age group for those who are 'at risk' of offending			

19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	As above re age.		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	No
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	N/A		
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Continue to monitor the ethnic composition of young people On Youth Justice Orders with the aim of keeping numbers low.	Ongoing	YOS Management Board	Numbers are kept at a low level, proportionate to the population
Continue to implement YOS race equality policy	Ongoing	All YOS staff	Any incidents of racial discrimination are dealt with promptly and with a satisfactory outcome to the victim
Bid submitted in December 2011 to Chief Officer CSC for Early Intervention Grant funding to extend the prevention service to young people aged 14+. This is still under consideration but has not been successful to date	December 2011	Head of YOS	Funding provided and prevention service expanded to include referrals of 15+ age group
24. Which service, business or work plan will these actions be included in?	Youth Justice Strategic Plan 2012/13		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	See above.		
26. Chief Officers signature.	Signature: Karen Roberts		Date: Aug 2012

