

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer: Anthony Kirk**

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**Head of Section: Elizabeth Hartley, Assistant Director**

**Chief Officer: Simone White. Director for Children, Families and Education**

**Directorate: Children, Families and Education**

**Date: 29<sup>th</sup> June 2021**

## **Section 2:**

**Wirral Youth Justice Management Board/Strategic Youth Justice Plan 2021/22**

## **Section 2a: Will this EIA be submitted to a Committee meeting?**

**Yes**

**If 'yes' please state which meeting and what date**

**Children, Young People and Education Committee: 13<sup>th</sup> September  
2021.....**

**Hyperlink to where your EIA is/will be published on the Council's website**

**<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>**

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

x **Services**

**The workforce**

x **Communities**

**Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

**None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All	<p>The Youth Justice Strategic Plan has the below vision:</p> <ul style="list-style-type: none"> <li>For our young people involved, or on the cusp of, the Criminal Justice System are seen as “Children First, Offenders Second”.</li> <li>For our young people to be <b><i>treated fairly by the youth justice system; and receive help that recognises their individual needs and builds on their strengths</i></b>, through statutory work or preventative support.</li> <li>To bring about change for our young people and their families, so they can contribute fully to society and live a brighter future, in safe and pleasant communities.</li> </ul> <p>Overarching Equality Objectives are set within the plan (Section 1), with supporting service plan action (Section 7), to consider equality impact and</p>	Positive.	YJMB partners supported by YJS Leadership Team.	Ongoing commitment for the length of Strategic YJ Plan - June 2022.	<p>YJMB and YJS support to the Strategic Plan.</p> <p>Review in light additional insight/analysis, feedback from partners or young people.</p>

	<p>activity across YJS business. As such, the overall impact of the WYJS Strategic Plan is intended to be positive.</p> <p>The Equality Objectives are:</p> <ul style="list-style-type: none"> <li>• To remove or minimise disadvantages suffered by children due to their protected characteristics.</li> <li>• To take steps to meet the needs of children from protected groups where these are different from the needs of other children.</li> <li>• To encourage children from protected groups to participate in ways that meet their needs.</li> </ul> <p>Themes will be identified through analysis, consultation and feedback, resulting in changes to service delivery, partnership arrangements or commissioning.</p> <p>Where identified in the context of this Strategic Plan, Youth Justice case workers will identify specific needs to construct plans and provide services that cater for individual characteristics.</p>				
Age	<p>The age of young people working with youth justice will be considered when looking at policy, procedure and practice. This may also impact in terms of the age of victims and parents/guardians. The setting of equality objectives supports a greater consideration if equality impact.</p>	Positive	YJMB supported by the leadership team.	June 2022	YJS Core duties.
Disability	<p>The Equality Act 2010 sets out that a person is disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. Consideration as young people's specific</p>	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.

	needs is promoted within the strategic plan and equality objectives.				
Gender reassignment	<p>Gender neutral language is used within the Strategic Plan.</p> <p>Where identified in the context of this Strategic Plan, Youth Justice case workers will identify specific needs in order to provide services that cater for individual characteristics.</p>	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
Pregnancy	<p>Within the scope of youth justice work, some young people may be pregnant.</p> <p>Where identified in the context of this Strategic Plan, Youth Justice case workers will identify specific needs in order to provide services that cater for individual characteristics.</p>	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
Race	<p>Individual circumstances for young people will be taken into account as per section 2 of the strategy. This would include considerations for lead professionals around language and cultural background. This would include work within a family setting.</p>	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
Religion or belief	<p>It is intended that religion or belief, including non-belief will be taken into account as per the vision, principles and equality objectives.</p>	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
Sex	<p>The strategic plan does not differentiate between males and females. The youth justice cohort for the previous 12 months is 87% male, however females are not precluded from the support set out within the context of the strategic plan.</p>	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
Sexual orientation	<p>The strategic plan does not differentiate between sexual orientation. The vision, principles and equality objectives promote the understanding of</p>	Positive.	YJMB supported by YJS	June 2022	YJS core duties.

	individual young people who case workers are engaging or working with. Services are able to provide approaches and support networks that respect confidentiality and privacy in line with young people's choices.		leadership team.		
Marriage or Civil Partnership.	Whilst it is unlikely that young people open to YJ would be married or in a civil partnership, it is not impossible. Where this is a factor, case workers and partners will consider impact of their involvement. The status of victims and carers should also be considered.	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
Other Considerations	The Wirral YJMB and YJS recognises that the public sector equality duty promotes a personalised approach. Factors such as maturity, rurality, cultural identity and socio economic status are examples of characteristics that may not fall within the specific protected criteria under the Equality Act – but may require individual consideration within the strategic plan's vision and principles; and align with the spirit of the equality objectives.	Positive.	YJMB supported by YJS leadership team.	June 2022	YJS core duties.
All	Recognise that this strategy and the associated actions may be needed in other languages and formats.	Negative. We will ensure that all information is available in different languages and formats upon request and in a reasonable timeframe	Service Manager YJS.	As requested or required.	Procurement for language or translation services.

**Section 4a: Where and how will the above actions be monitored?**

The EIA relates to a Strategic Plan. Section 7 of the plan includes actions to track delivery of the Equality Objectives across the youth justice service.

The service plan will be monitored through YJS management and the YJMB.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

The Wirral Youth Justice Strategic Plan includes overarching Equality Objectives, namely:

- To remove or minimise disadvantages suffered by children due to their protected characteristics.
- To take steps to meet the needs of children from protected groups where these are different from the needs of other children.
- To encourage children from protected groups to participate in ways that meet their needs.

In context, the Strategic Plan is not proposing changes that are anticipated to have a negative impact. The plan is promoting fair treatment, equality and a personalised approach.

**Section 5: What research / data / information have you used in support of this process?**

Review of inspectorate guidance.

Data from the Wirral Youth Justice Service.

Feedback from surveys, completed by young people working with youth justice.

Members of the Wirral Youth Justice Management Board (YJMB) have engaged and supported the development of the strategic plan.

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes** – (please delete as appropriate)

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:**

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

## **Section 7: How will consultation take place and by when?**

The Youth Justice Service Strategic Plan will be presented to the Children, young people and education committee in September 2021. Further consultation and ongoing feedback through the YJS engagement activity, as part of the Strategic Plan, will be undertaken. Amendments to the EIA and service plan may be made as necessary based on feedback and ongoing YJS analysis/information linked to protected characteristics and reported to the YJMB.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

## **Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**