

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title

Title: Youth Justice Plan 2019-2021

Directorate:
Children & Young People's Services

Service area:
Early Help (Evidence Based Hub / Youth Offending Team)

Lead person:
David McWilliams

Contact number:
23880

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify: Service Plan

2. Please provide a brief description of what you are screening

Rotherham Youth Offending Team Youth Justice Plan

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect the Council's workforce or employment practices?		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination,

harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

Youth Offending Team works with a small cohort of young people. In order to achieve the best outcomes for these young people our assessments consider fully the needs and protected characteristics of the individuals. Performance data allows additional analysis of demographic trends which also informs our practice.

- **Key findings**

The Youth Justice plan has a particular focus on SEND requirements and uses national research and local data to identify key actions across the wider partnership (and YOT Board) to improve outcomes for this particular cohort of young offenders.

- **Actions**

The specific actions are captured in the Youth Justice Action Plan that will be scrutinised by the YOT Board on a quarterly basis.

Date to scope and plan your Equality Analysis:	30 th September 2019
Date to complete your Equality Analysis:	18 th October 2019
Lead person for your Equality Analysis (Include name and job title):	Emma Ellis, Service Manager Evidence Based Hub and YOT

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
David McWilliams	Assistant Director	18 th October 2019

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	18 th October 2019
Report title and date	Youth Justice Plan
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	18 th November 2019
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	18 th October 2019