



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Summary

Name of Product	Youth Triage
Brief Description of Product	<p>Youth Triage funding is provided to Hartlepool, South-Tees, and Stockton-on-Tees Youth Offending Teams.</p> <p>The Triage model brings Youth Justice Service expertise and assessment processes to assist the Police with decision making at the earliest stage. Triage takes place at the point that a young person comes to the attention of the Police and acts as a 'gateway' whereby all young people can be rapidly assessed to ensure that they are dealt with swiftly and effectively.</p> <p>Assessments are unique in that information from across its networks is sourced, considered and validated, drawing from a range of sources including police, social care, health, housing, education, anti-social behaviour and substance misuse. Key information can be shared between the Youth Justice Team and Police to ensure that decisions are made to reflect the needs of the victim, protect victims and communities from further harm and respond to the assessed needs of the young person. Bespoke intervention packages are tailored to meet the needs of the young people, to challenge the offending behaviour and where needed, other support services can be accessed.</p>
Product / Product Summary Attached	Yes – This is the grant agreement with the previous service provider which was signed in 2021. We are in the process of finalising funding to continue delivery beyond the end of March 2022 and the grant agreement will be updated accordingly, and will include recommendations in this EIA.
Department	Office of the Police and Crime Commissioner for Cleveland



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Date Started	27 th January 2022
CEO/ACE Sign Off	Rachelle Kipling 07/03/2022
EDI Manager Assurance	Jenni Salkeld 15/02/2022
Review Date	March 2023

Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1.0	27/1/22	First Draft	CG

Please ensure you consult the Equality Impact Assessment Guidance while completing this document

Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our [Equality Consideration Checklist](#).

Is an EIA required at this time?	Yes
If no, what is your rationale?	

Stage Two – Identify Scope

Please consult the [Equality Impact Assessment Guidance](#) for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.



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Sources	<p>The Code of Practice for Victims of Crime sets out the services and a minimum standard for these services that must be provided to victims of crime by organisations in England and Wales. Right 4 relates to victims having the right to be referred to services that support victims and have services and support tailored to their needs.</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974376/victims-code-2020.pdf</p> <p>Additional reading material considered:</p> <p>https://www.gov.uk/government/statistics/youth-justice-statistics-2020-to-2021 <i>Youth Justice Statistics 2020 – 2021</i>, Gov.uk</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/438139/out-court-disposal-guide.pdf <i>Youth Out-of-Court Disposals: Guide for Police and Youth Offending Services</i>, Ministry of Justice and Youth Justice Board.</p> <p>https://www.justiceinspectorates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2021/09/final-Quality-of-OECDs-RAB.pdf <i>The Quality of Delivery of Out-of-Court Disposals in Youth Justice</i>, Her Majesty's Inspectorate of Probation</p> <p>https://www.justiceinspectorates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2021/02/Hartlepool-Small-YOT-inspection-report-v1.0.pdf <i>An Inspection of Youth Offending Services in Hartlepool</i>, Her Majesty's Inspectorate of Probation</p> <p>https://www.justiceinspectorates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2019/06/South-Tees-YOS-inspection-report-FINAL.pdf <i>An Inspection of Youth Offending Services in South-Tees</i>, Her Majesty's Inspectorate of Probation</p> <p>https://www.justiceinspectorates.gov.uk/hmiprobation/wp-content/uploads/sites/5/2021/01/Stockton-Small-YOT-inspection-report-v1.0.pdf <i>An Inspection of Youth Offending Services in Stockton-on-Tees</i>, Her Majesty's Inspectorate of Probation</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/354833/yjb-girls-offending.pdf <i>Girls and Offending – Patterns, Perceptions and Interventions</i>, Youth Justice Board</p>
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	<p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/354686/yjb-exploring-needs-young-black-minority-ethnic-offenders.pdf <i>Exploring the Needs of Young Black and Minority Ethnic Offenders and the Provision of Targeted Interventions</i>, Youth Justice Board</p> <p>https://fingertips.phe.org.uk/profile/health-profiles <i>Local Authority Health Profiles</i>, Public Health England</p> <p>https://www.nomisweb.co.uk/ <i>Labour Market Statistics</i>, Nomisweb</p> <p><i>Sociology</i>, J. Fulcher and J. Scott</p> <p><i>Being Sociological</i>, S. Matthewman, C. Lane West-Newman, and B. Curtis (eds.)</p> <p><i>The Oxford Handbook of Identity Development</i>, K.C. McLean, and M. Syed</p>
<p>Consulta tion</p>	<p>A key objective of the Police and Crime Commissioner (PCC), as outlined in the Police and Crime Plan, is to ensure that there is Effective Quality Support to Victims and Witnesses of Crime in Cleveland. Public consultation was undertaken as part of the development of the plan. As part of this consultation public feedback was obtained as to what is needed from a victim support service. Specific work was undertaken with hard to hear groups as part of the consultation.</p> <p> Police%20and%20Crime%20Plan%20-%20</p> <p>The OPCC will continue to require the youth justice teams to record feedback from programme participants which will be used to shape future delivery as part of continuous service improvement. This will include highlighting the needs of, and any barriers to access from diverse communities as part of delivering a more accessible service across all protected characteristics.</p> <p>The OPCC hosts monthly meetings with programme managers from the three youth justice teams in Cleveland, and is attended by Cleveland Police. To discuss performance, opportunities and any barriers. This EIA is partly informed by the contents of these discussions throughout 2021.</p> <p>Additional consultation work was not conducted at this time due to timescales.</p>



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Stage Three - Impact

What potential positive or negative impacts has your research and consultation revealed? Consult the [Equality Considerations Checklist](#) for previously identified impacts that may be relevant.

Age

Data & Background Information

Data within this EIA can come from self-declarations. Academia around child developmental psychology acknowledges that young people’s identities are continue to be explored, developed and redefined as they transition into adulthood.

Performance information for current service delivery between April 2021 and December 2021 reported the following age demographic of programme participants:

- 12 years-old: 6.0%
- 13 years-old: 14.8%
- 14 years-old: 18.6%
- 15 years-old: 15.8%
- 16 years-old: 21.9%
- 17 years-old: 23.0%

Youth triage is only available for those aged 17 years-old, and under. With the exception of those aged 14/ 15 – there is a gradual increase in the proportion of referrals by age group.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across age demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for the future delivery of Youth Triage will contain conditions to enhance the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • Youth Triage will be expected to provide support outside of ‘core business hours’, which we define as between 09:00 and 17:00 Monday to Friday. This assists those would be excluded from participating due to educational or family care commitments which 	<ul style="list-style-type: none"> • No negative impacts identified



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<p>would enhance the accessibility of the service across all age groups.</p> <ul style="list-style-type: none"> • Home visits will be conducted by the team, or a meeting at an alternative public building will be arranged in agreement with the service user for those who are unable to travel. • It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	
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Disability

Data & Background Information

This information has not been reported back to the OPCC as part of the quarterly returns and will be reviewed in commencement of the new contracts which commence in April 2022.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across disability demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.



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Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • It is acknowledged that people with disabilities are more likely to experience travel related issues – including a lack of available parking, suitable public transport and links. • Home visits will be conducted by the team, or a meeting at an alternative public building will be arranged in agreement with the service user for those who are unable to travel. • There will be an expectation for speech interpreters to be provided for the hearing impaired. • The service provider will be required to produce reading materials in a variety of formats – including easy-read and braille. • It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> • No negative impacts identified
Gender Reassignment	
Data & Background Information	



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This information has not been reported back to the OPCC as part of the quarterly returns and will be reviewed in commencement of the new contracts which commence in April 2022.

It is acknowledged that formulative teenage years is a key period in a person's life with regards to forming and recognising their gender identity, with suicide rates being disproportionately high. Additional support around this characteristic is identified as a critical need.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.

The grant agreement for Youth Triage's future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none">• From initial contact, the Youth Justice Team will ensure that they are aware of the participant's preferred pronouns, and use them throughout that person's time on the programme.• Will provide the young person with resources, including a safe forum for discussion, with a qualified practitioner• It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model.• The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment.	<ul style="list-style-type: none">• No negative impacts were identified at the time of writing.



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Marriage and civil partnership	
Data & Background Information	
<p>This information has not been reported back to the OPCC as part of the quarterly returns and will be reviewed in commencement of the new contracts which commence in April 2022.</p> <p>Due to the ages of people in which youth triage supports, it is believed that those who are married/ in a civil partnership will be zero, or in a small minority in comparison to other cases. In the instances marriage/ civil partner are declared or identified, a review should be completed on a case-by-case basis to explore if any additional support is required to ensure the young person receives appropriate support.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p> <p>The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.</p>	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • There may be occasions where the Youth Triage participant have informed their partner of the offence, and/ or they are on the Youth Triage programme. It is the responsibility of the Youth Triage team to take practical and appropriate means to deliver the intervention whilst respecting the participant’s confidentially. • It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. Referrals/ signposting to referral agencies are recorded within the Youth Triage assessment – which is completed by the Youth Triage Support Officer. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



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<ul style="list-style-type: none"> The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	
Pregnancy and Maternity	
Data & Background Information	
<p>This information has not been reported back to the OPCC as part of the quarterly returns and will be reviewed in commencement of the new contracts which commence in April 2022.</p> <p>Youth Triage will ensure that in the instances pregnancies are identified, the young-person will be offered additional support, which may include referring into/ signposting to external support services for this need.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p> <p>The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.</p>	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> Where pregnancies are identified, the Youth Triage Support Officer will consult with the participant to ensure suitable considerations are given to deliver a flexible intervention around any pregnancy related appointments It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. Referrals/ 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.



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<p>signposting to referral agencies are recorded within the Youth Triage assessment – which is completed by the Youth Triage Support Officer.</p> <ul style="list-style-type: none"> The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	
Race	
Data & Background Information	
<p>Performance information for current service delivery between July 2021 and December 2021 reported the following race demographic of programme participants:</p> <ul style="list-style-type: none"> White British: 89.0% Asian/ Asian British: 3.3% Mixed/ Multiple Ethnic Groups: 4.4% Unknown/ Not Disclosed: 3.3% <p>These figures are comparable with Cleveland Divert’s race data (85.1% White British, 3.6% Asian/ Asian British, and Mixed/ Multiple Ethnic Groups: 2.4%). National Youth Justice Board Data indicates that the rates of those from Black and Asian background has increased over the last ten-years. This will be monitored over the course of delivery.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across race demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.</p>	



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Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • There will be a requirement for the service provider to provide a translation service so that the support can be provided in the service user’s first language. This will include providing reading materials in their first language. • It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. Referrals/ signposting to referral agencies are recorded within the Youth Triage assessment – which is completed by the Youth Triage Support Officer. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.
Religion or Belief	
Data & Background Information	
<p>This information has not been reported back to the OPCC as part of the quarterly returns and will be reviewed in commencement of the new contracts which commence in April 2022.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p> <p>The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.</p>	



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Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> It is acknowledged that some participants may wish for religious representatives to be included as part of the support package. All instances will be reviewed on a case-by-case basis in consultation with the participant and the associated individual. It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. Referrals/ signposting to referral agencies are recorded within the Youth Triage assessment – which is completed by the Youth Triage Support Officer. The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.
Sex	
Data & Background Information	
<p>Performance information for current service delivery between April 2021 and September 2021 reported the following sex demographic of participants:</p> <ul style="list-style-type: none"> Female (13.7%) Male (86.3%) <p>Data indicates a disparity of females being able to receive the offer of Youth Triage. Youth Justice Board national data states that the proportion of female first-time-entrants is 15%.</p>	



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Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across sex demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • From initial contact, the Youth Justice Team will ensure that they are aware of the participant’s preferred pronouns, and use them throughout that person’s time on the programme. • It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. Referrals/ signposting to referral agencies are recorded within the Youth Triage assessment – which is completed by the Youth Triage Support Officer. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



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Sexual Orientation	
Data & Background Information	
<p>This information has not been reported back to the OPCC as part of the quarterly returns and will be reviewed in commencement of the new contracts which commence in April 2022.</p> <p>The ages which Youth Triage supports are a period in a person's life which identities relating to sexuality develop at a rapid pace. Young people engaging with the service will offer be provided with a safe forum to discuss thoughts/ feelings as they navigate their thoughts, feelings and instincts in relation to this category.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>The grant agreement for Youth Triage's future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.</p>	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> Will provide the young person with resources, including a safe forum for discussion, with a qualified practitioner. It is recognised that third sector agencies may be better placed to provide additional support to participants (for example, those with mental health needs) with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. Referrals/ signposting to referral agencies are recorded within the Youth Triage assessment – which is completed by the Youth Triage Support Officer. The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.



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Other – Please clarify	
Data & Background Information	
The grant agreement for Youth Triage’s future delivery will contain conditions to enhance the accessibility of the service across all protected characteristics.	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> No positive impacts were identified at the time of writing. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
Ensure that translation (oral, written and sign language) are provided throughout delivery. This may involve conducting dip-sampling exercises throughout delivery.	Chris Guttridge (OPCC)	Ongoing

To be filled in by CEO / ACE	
Stage Four – Mitigation – Risk Tolerance	
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here – these should be added to the relevant departmental risk register.	
Impacts we cannot mitigate	
Which Risk Register have these impacts been added to?	

Stage 5 – Sign Off

Once complete, you must send your completed EIA and the product or product summary to the EDI team at edi@cleveland.pnn.police.uk

The team will review your EIA and will either: provide final sign off, OR, return your document with further considerations and recommendations for you to implement.