



# Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

## Summary

Name of Product	Targeted Detached Youth Service Specification
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Brief Description of Product	The OPCC has previously funded Community Safety Partnerships to commission a detached youth outreach service focusing on reducing youth antisocial and criminal behaviour in target areas. The current contract ends in March 2022 (May 2022 for Middlesbrough) and the new service will be directly commissioned by the OPCC. This EIA covers the development of the service specification for the new service which will retain a focus on reducing youth antisocial and criminal behaviour in target areas, together with signposting young people to support, educating them on risk taking behaviour and working with local communities to develop long term sustainable youth provision infrastructure.
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Product / Product Summary Attached	No
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Department	OPCC
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Assessment Writer	Sarah Wilson
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Date Started	3 <sup>rd</sup> November 2021
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CEO/ACE Sign Off	Rachelle Kipling (30/03/2022)
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EDI Manager Assurance	26/01/2022
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Review Date	April 2023
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## 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.



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Version	Date	Reason for update	Author
1	Nov 2022	Initial draft	SW

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

Stage One – Early Thinking	
<p>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 <a href="#">Equality Consideration Checklist</a>.</p>	
Is an EIA required at this time?	Yes
If no, what is your rationale?	

Stage Two – Identify Scope	
<p>Please consult the <a href="#">Equality Impact Assessment Guidance</a> for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.</p>	
Sources	<p>The impact of engaging in positive activity, including sport, on youth offending behaviour has been recognised in many academic studies, including the link below:  <a href="https://hrmars.com/papers_submitted/9142/the-influence-of-sport-and-recreation-upon-crime-reduction-a-literature-review.pdf">https://hrmars.com/papers_submitted/9142/the-influence-of-sport-and-recreation-upon-crime-reduction-a-literature-review.pdf</a></p> <p>The impact of positive physical activity on mental health is also clear, as recognised by the Mental Health Foundation - <a href="#">How to look after your mental health using exercise   Mental Health Foundation</a></p> <p>Mental health is a key factor in offending behaviour – the below report highlights the prevalence of mental health issues in adults in prison.  <a href="https://publications.parliament.uk/pa/cm5802/cmselect/cmjust/72/7202.htm">https://publications.parliament.uk/pa/cm5802/cmselect/cmjust/72/7202.htm</a></p> <p>The Lammy Review highlighted the disproportionate number of BAME community members within the criminal justice system. Particular concerns were raised regarding the Youth Justice System with the proportion of BAME</p>



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offenders increasing during the period reviewed against a backdrop of decreasing numbers of white young people becoming involved in youth justice.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/643001/lammy-review-final-report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf)

Young BAME and LGBTQ+ community members can be particularly vulnerable to grooming through County Lines and can find it harder to access support:

<https://www.unison.org.uk/motions/2018/lgbt-members/county-lines-impact-on-children-young-people-and-families/>

Prevalence studies have shown that people with a learning disability are over represented in the criminal justice system:

<https://www.nationalelfservice.net/publication-types/qualitative/people-with-learning-disabilities-in-the-criminal-justice-system-lacked-support-information-and-faced-social-isolation/>

Older people can be more susceptible to fear of crime:

[https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/safe-at-home/rb\\_oct2014\\_-\\_fear\\_of\\_crime.pdf](https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/safe-at-home/rb_oct2014_-_fear_of_crime.pdf)

Some studies have suggested a link between teenage pregnancy and criminal behaviour:

<https://www.tandfonline.com/doi/abs/10.1080/01639625.2019.1666610>




Teenage pregnancy can also lead to social isolation:

<https://www.cambridge.org/core/journals/social-policy-and-society/article/abs/teenage-mothers-and-social-isolation-the-role-of-friendship-as-protection-against-relational-exclusion/B5DD06C1013997C49D1B2338027360AD>

Research has shown that religion can be a barrier to accessing support services, in particular in relation to mental health and domestic abuse:

[https://www.researchgate.net/publication/335660037\\_Religiosity\\_and\\_barriers\\_to\\_mental\\_healthcare\\_a\\_qualitative\\_study\\_among\\_clients\\_seeking\\_community\\_mental\\_health\\_services](https://www.researchgate.net/publication/335660037_Religiosity_and_barriers_to_mental_healthcare_a_qualitative_study_among_clients_seeking_community_mental_health_services)

<https://theconversation.com/why-domestic-abuse-is-such-a-difficult-subject-for-churches-157799>

<p>Consultation</p>	<p>The Police and Crime Plan sets out 10 strategic objectives that the Police and Crime Commissioner intends to focus on during his period of office. The commissioned service will directly contribute to 4 of the identified priorities:</p> <ul style="list-style-type: none"> <li>• Tackle antisocial behaviour head on</li> <li>• Prevent, reduce and tackle serious violence</li> <li>• Building confidence in our communities</li> <li>• Getting tough on drugs and gangs</li> </ul> <p>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 to take forward the priority areas. The importance of early intervention was highlighted by the consultation, with respondents feeling that more focus was needed on educating young people and diverting them from negative behaviour. Specific work was undertaken with hard to hear groups as part of the consultation.</p> <div style="text-align: center;">  <p>Police and Crime Plan consultation re</p> </div> <p>The OPCC commissioned Leaders Unblocked to establish a Cleveland Youth Commission to engage with young people between the ages of 14 and 25 in relation to their community safety priorities. The final report produced by the 2020/21 project highlighted the need to develop recreational activities for young people that promote awareness of support services available, link in with local community groups and upskill young people to take a lead in activities.</p> <div style="text-align: center;">  <p>Youth Commission Final Report.pdf</p> </div> <p>A Market Engagement event was held on 19<sup>th</sup> October to engage with current providers and commissioners of the service together with other organisations who would potentially be interested in applying for the contract going forwards. The attached presentation was given. Feedback from workshops was incorporated in the development of the specification and led to a transition from a targeted youth outreach service working in hotspot areas for short periods of time to longer term work from a detached youth service working in one key area per Local Authority area for a period of six months or more.</p> <div style="text-align: center;">  <p>Market Engagement Event p</p> </div>
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Stage Three - Impact	
<p>What potential positive or negative impacts has your research and consultation revealed? Consult the <a href="#">Equality Considerations Checklist</a> for previously identified impacts that may be relevant.</p>	
Age	
Data & Background Information	
<p>The service will work with 5 to 18 year olds so will have a direct benefit to young people Older people can be more susceptible to fear of crime</p>	
Positive Impacts	Negative Impacts
<p>The key focus of the service is on early intervention with young people between the ages of 5 and 18 to deter offending behaviour and signpost to support services and positive activity, therefore there is a key positive impact for young people in Cleveland.</p> <p>Older people are recognised as being more impacted by fear of crime – the service will aim to reduce youth crime and antisocial behaviour in target areas so will have a positive impact for older people and the general community in the targeted areas.</p>	<p>This service is not designed to cater for the needs of adults – alternative services such as Restorative Cleveland and Cleveland Divert focus on intervention for adult offenders.</p>
Disability	
Data & Background Information	
<p>Engagement in positive physical activity is shown to have a positive impact on mental health. Mental health can be a key factor in offending behaviour. People with learning disabilities are disproportionately represented in the criminal justice system.</p>	
Positive Impacts	Negative Impacts
<p>The service will incorporate physical activity which has a positive impact on mental health.</p> <p>The service will undertake a needs assessment of vulnerable clients which will have a focus on mental health needs.</p> <p>Staff will have mandatory Mental Health Awareness training.</p>	<p>Disability can be a barrier to accessing services - the service will need to be open and inclusive to young people with disabilities. The service will engage with existing community organisations to develop long term youth support infrastructures. This will include disability specific support organisations.</p>



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<b>Gender Reassignment</b>	
Data & Background Information	
Young transgender community members can be particularly vulnerable to County Lines	
Positive Impacts	Negative Impacts
The service will undertake a needs assessment of vulnerable clients. Awareness raising and signposting for support in relation to County Lines will be incorporated in the service.	Some LGBTQ+ young people may feel there are barriers to accessing mainstream youth provision – the service will engage with existing community organisations to develop long term youth support infrastructures. This will include LGBTQ+ specific support organisations.
<b>Marriage and civil partnership</b>	
Data & Background Information	
The majority of young people engaged with the service will be too young to be married or in a civil partnership	
Positive Impacts	Negative Impacts
None identified	None identified
<b>Pregnancy and Maternity</b>	
Data & Background Information	
Studies have shown that teenage pregnancy can result in social isolation and a higher risk of becoming involved in offending behaviour.	
Positive Impacts	Negative Impacts
The service will undertake a needs assessment of vulnerable clients. The service will offer signposting to other support services.	Having young children could be a barrier to accessing services – childcare facilities should be available for young mothers accessing the targeted element of the provision
<b>Race</b>	
Data & Background Information	
Young BAME community members are disproportionately represented in the youth justice system and can be particularly targeted in relation to County Lines.	
Positive Impacts	Negative Impacts
Awareness raising and signposting for support in relation to County Lines will be incorporated in the service.	Language can be a barrier to accessing services for non English speakers. Interpreting services should be available



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The Early Intervention element of the service will aim to address offending behaviour before the point of criminalisation.	for those accessing the targeted element of the provision.
<b>Religion or Belief</b>	
Data & Background Information	
Religion can be a barrier to accessing support services, in particular in relation to mental health and domestic abuse.	
Positive Impacts	Negative Impacts
The service will undertake a needs assessment of vulnerable clients. The service will offer signposting to other support services.	Cultural practice may be a barrier to some religions accessing mainstream youth provision – the service will engage with existing community organisations to develop long term youth support infrastructures. This will include faith specific support organisations.
<b>Sex</b>	
Data & Background Information	
Young men are disproportionately more likely to be involved in the criminal justice system	
Positive Impacts	Negative Impacts
The service will be open to all and will be co designed with young people to ensure provision meets the needs of all genders. The Early Intervention element of the service will aim to address offending behaviour before the point of criminalisation.	None identified
<b>Sexual Orientation</b>	
Data & Background Information	
Young people can be particularly vulnerable to exploitation through County Lines as a result of their sexual orientation.	
Positive Impacts	Negative Impacts
The service will undertake a needs assessment of vulnerable clients. Awareness raising and signposting for support in relation to County Lines will be incorporated in the service.	Some LGBT young people may feel there are barriers to accessing mainstream youth provision – the service will engage with existing community organisations to develop long term youth support infrastructures. This will include LGBT specific support organisations.



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Other – Please clarify	
Data & Background Information	
Positive Impacts	Negative Impacts

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
The service should engage with community organisations to establish longer term youth support infrastructure – this should include Faith & Belief, LGBTQ+ and disability specific organisations.	Service Provider	Ongoing- time scale build into the review & monitoring update
The service should provide childcare facilities when needed for young mothers accessing targeted provision.	Service Provider	Ongoing time scale build into the review & monitoring update
The service should provide translation when needed for those accessing targeted provision.	Service Provider	Ongoing time scale build into the review & monitoring update
The service should be open and inclusive and accessible to young people with a disability to also include easy information in different formats	Service Provider	Ongoing time scale build into the review & monitoring update
The OPCC will commission and support alternative early intervention models for adult offenders.	OPCC	Ongoing time scale build into the review & monitoring update

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	





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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](mailto: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.