



# Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

## Summary

Name of Product	Youth Independent Advisory Group
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Brief Description of Product	<p>PCCs have a statutory duty to consult and engage with local communities to help ascertain and deliver their policing priorities. It is imperative that all communities have a clear voice in this engagement process, including young people who may be missed through traditional engagement mechanisms.</p> <p>The PCC is seeking to directly commission an organisation to recruit and manage a dedicated Cleveland Youth Independent Advisory Group (IAG) to represent the voice of young people in Cleveland.</p> <p>The commissioned service will be required to recruit between 20 and 25 young people between the ages of 14 and 25 to be members of the Youth IAG. Recruitment should cover a broad range of young people including representation from:</p> <ul style="list-style-type: none"><li>• All four geographic Local Authority areas that make up Cleveland</li><li>• All protected characteristics</li><li>• A broad range of lived experience including looked after children and young people with experience of the criminal justice system</li></ul> <p>The Youth IAG will establish a sustainable, structured system for young people aged 14-25 to influence decisions about policing and crime in Cleveland. The project will represent the views of young people across Cleveland to the PCC to support the development and delivery of the Police and Crime Plan.</p> <p>The Youth IAG will work in partnership with the PCC, the OPCC and Cleveland Police, to inform, support and shape the key priorities of both organisations</p>
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Product / Product Summary Attached	No
Department	OPCC
Assessment Writer	Sarah Wilson
Date Started	15 <sup>th</sup> June 2022
CEO/ACE Sign Off	<i>Rachelle Kipling – 28 September 2022</i>
EDI Manager Assurance	Jenni Salkeld – 26/09/2022
Review Date	To be reviewed as part of commissioning cycle.

## 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	June 2022	Initial draft	SW



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**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?	N/A

**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.


Sources	<p>Engagement with communities is a statutory duty of PCCs and a key role of the OPCC as outlined in the OPCC Consultation &amp; Engagement Strategy. It is important that this consultation is inclusive and meaningful.</p> <div style="text-align: center; margin: 10px 0;">  </div> <p>OPCC Consultation &amp; Engagement Strat</p> <p>College of Policing guidance states that ‘Evidence has shown that effective community engagement, ..... and collaborative problem solving can significantly increase public confidence in policing activity’</p> <p><a href="https://www.college.police.uk/app/engagement-and-communication/engagement">https://www.college.police.uk/app/engagement-and-communication/engagement</a></p> <p>Research undertaken by Revolving Doors shows that young people don't think the police understand them or the challenges they face.</p> <p><a href="https://revolving-doors.org.uk/publications/understand-us/">https://revolving-doors.org.uk/publications/understand-us/</a></p> <p>The Macpherson Report following the murder of Stephen Lawrence recommended that police forces establish Independent Advisory Groups</p>
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	<p>made up of diverse community representatives to act as a critical friend to policing and ensure that strategic policy development reflects the diverse needs of local communities.</p> <p><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/277111/4262.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/277111/4262.pdf</a></p> <p>The Lammy Review highlighted the disproportionate number of ethnically diverse community members within the criminal justice system. Particular concerns were raised regarding the Youth Justice System with the proportion of ethnically diverse offenders increasing during the period reviewed against a backdrop of decreasing numbers of white young people becoming involved in youth justice. Lack of engagement with the criminal justice system and community safety services was highlighted as a barrier to ethnically diverse communities</p> <p><a href="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</a></p> <p>Research shows that members of the LGBTQ community are less likely to have trust and confidence in policing than their heterosexual cisgendered counterparts.</p> <p><a href="https://core.ac.uk/download/pdf/83152927.pdf">https://core.ac.uk/download/pdf/83152927.pdf</a></p> <p>Prevalence studies have shown that people with a learning disability are over represented in the criminal justice system:</p> <p><a href="https://www.nationalelfservice.net/publication-types/qualitative/people-with-learning-disabilities-in-the-criminal-justice-system-lacked-support-information-and-faced-social-isolation/">https://www.nationalelfservice.net/publication-types/qualitative/people-with-learning-disabilities-in-the-criminal-justice-system-lacked-support-information-and-faced-social-isolation/</a></p> <p>The National Institute for Health and Care Excellence found that there is an over-representation of people with 1 or more mental health diagnoses in secure and detained settings:</p> <p><a href="https://stpsupport.nice.org.uk/mental-health-justice-system/index.html">https://stpsupport.nice.org.uk/mental-health-justice-system/index.html</a></p> <p>The Mental Health Foundation state that mental health problems affect around 1 in 6 children:</p> <p><a href="https://www.mentalhealth.org.uk/a-to-z/c/children-and-young-people">https://www.mentalhealth.org.uk/a-to-z/c/children-and-young-people</a></p> <p>Some studies have suggested a link between teenage pregnancy and criminal behaviour:</p>
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	<p><a href="https://www.tandfonline.com/doi/abs/10.1080/01639625.2019.1666610">https://www.tandfonline.com/doi/abs/10.1080/01639625.2019.1666610</a></p> <p>Teenage pregnancy can also lead to social isolation: <a href="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">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</a></p> <p>Research has shown that relationships between the police and faith communities can lack trust:</p> <p><a href="https://pure.northampton.ac.uk/ws/portalfiles/portal/8672278/Knight_Laura_UOL_2017_Police_Faith_Relations_Perceptions_Experiences_and_Challenges.pdf">https://pure.northampton.ac.uk/ws/portalfiles/portal/8672278/Knight_Laura_UOL_2017_Police_Faith_Relations_Perceptions_Experiences_and_Challenges.pdf</a></p> <p>One of the most consistent and strong findings in criminology is that females commit much less crime and juvenile delinquency than males <a href="https://web.lib.unb.ca/instruction/bcull/CrimeGenderIESBSArticle.pdf">https://web.lib.unb.ca/instruction/bcull/CrimeGenderIESBSArticle.pdf</a></p>
<p>Consu ltation</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, one of these being ‘Building confidence in our communities’ through being ‘visible and accessible to all communities so I can hear and understand your concerns and priorities for the area.</p> <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. By using a peer engagement model the Youth IAG will contribute towards this work.</p> <p> Police and Crime Plan consultation re</p> <p>The OPCC previously commissioned Leaders Unlocked 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 2021/22 project highlighted the positive impact of this structured engage model on the young people involved in the project. A number of key recommendations were also developed involving continued peer to peer engagement with young people.</p>



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	 CYC Final Report 2122.pdf
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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

Research shows that young people don't think the police understand them or the challenges they face.

Positive Impacts	Negative Impacts
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The key focus of the project is on recruiting 14 to 25 year olds to work with the OPCC and Police in developing community safety priorities and then to use a peer engagement model to ensure that a wider cross section of the young population in Cleveland are engaged in developing these priorities. This will give young people a voice in developing community safety priorities and services.

This project is not designed to engage with adults – their views will be sought through a range of other consultation methodologies as outlined in the OPCC Community Engagement and Consultation Strategy.

#### Disability

##### Data & Background Information

People with learning disabilities and mental health conditions are disproportionately represented in the criminal justice system. Studies show that a high proportion of young people have mental health concerns.

Positive Impacts	Negative Impacts
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The Youth IAG will be a mechanism for young people with disabilities, physical or mental, to have a say in their local policing and in the development of OPCC strategic initiatives

Learning disabilities can be a barrier to accessing consultation – easy read versions of any consultations undertaken by the Youth IAG will be available.

Disability can be a barrier to accessing services - the commissioned service will need to offer accommodations and



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	reasonable adjustments to enable young people with disabilities to participate.
<b>Gender Reassignment</b>	
Data & Background Information	
Research shows that the trans community are less likely to have trust and confidence in policing. College of Policing guidance states that effective community engagement is a key route to increasing public confidence in policing.	
Positive Impacts	Negative Impacts
The Youth IAG will be a mechanism for young trans people to have a say in their local policing and in the development of OPCC and Cleveland Police strategic initiatives as outlined in the summary.	None identified at the time of writing.
<b>Marriage and civil partnership</b>	
Data & Background Information	
There is no evidence that marriage or civil partnership status will influence outcomes or engagement for Youth IAG participants.	
Positive Impacts	Negative Impacts
None identified at the time of writing.	None identified at the time of writing.
<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 recruit members from a board range of geographical areas, protected characteristics and lived experience. The Youth IAG will be a mechanism for young people to have a say in their local policing and in the development of OPCC strategic initiatives.	Having young children could be a barrier to engaging with the Youth IAG – childcare facilities should be made available for any members who are young parents.
<b>Race</b>	
Data & Background Information	
Young ethnically diverse community members are disproportionately represented in the youth justice system. The Macpherson report recommended engagement between ethnically diverse communities and local policing to increase trust and confidence in policing and to tackle institutional racism	



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Positive Impacts	Negative Impacts
The Youth IAG will be a mechanism for young ethnically diverse people to have a say in their local policing and in the development of OPCC and Cleveland Police strategic initiatives as outlined in the summary.	Language can be a barrier to accessing services for non English speakers. Translations of any consultations undertaken by the Youth IAG should be available and interpreting services should be available for any non English speakers wishing to become members of the Youth IAG.
<b>Religion or Belief</b>	
<b>Data &amp; Background Information</b>	
Research has shown that relationships between the police and faith communities can lack trust. College of Policing guidance states that effective community engagement is a key route to increasing public confidence in policing.	
Positive Impacts	Negative Impacts
The Youth IAG will be a mechanism for young people from a range of faiths and beliefs to have a say in their local policing and in the development of OPCC and Cleveland Police strategic initiatives as outlined in the summary.	None identified at the time of writing.
<b>Sex</b>	
<b>Data &amp; Background Information</b>	
Young men are disproportionately more likely to be involved in the criminal justice system.	
Positive Impacts	Negative Impacts
The Youth IAG will be a representative group that will act as a mechanism for young men to have a say in their local policing and in the development of OPCC strategic initiatives ensuring that they feel more engaged with local policing and criminal justice services.	None identified at the time of writing.
<b>Sexual Orientation</b>	
<b>Data &amp; Background Information</b>	
Research shows that the LGBTQ community are less likely to have trust and confidence in policing. College of Policing guidance states that effective community engagement is a key route to increasing public confidence in policing.	





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Positive Impacts	Negative Impacts
The Youth IAG will be a mechanism for young LGBTQ community to have a say in their local policing and in the development of OPCC strategic initiatives ensuring that they feel more engaged with local policing and criminal justice services.	None identified at the time of writing.
<b>Other – Please clarify</b>	
<b>Data &amp; Background Information</b>	
None identified at the time of writing.	
Positive Impacts	Negative Impacts
N/A	N/A

<b>Stage Four – Mitigation – Actions</b>		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
The views of adults will be sought through a range of other consultation methodologies as outlined in the OPCC Community Engagement and Consultation Strategy.	OPCC	Ongoing
Targeted recruitment must take place to ensure young people from minoritized groups are attracted to join the Youth IAG.	Service provider	September to November 2022
The service provider will be required to monitor the protected characteristics of the participants and report them as part of the contract management process.	Service Provider	Ongoing
The service managing the Youth IAG should provide translation when needed, including easy read.	Service Provider	Ongoing
To ensure the Youth IAG is open and inclusive and accessible to young people with a disability the service provider will be required to make accommodations and reasonable adjustments to meet disabled young people's needs.	Service Provider	Ongoing



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The service managing the Youth IAG should provide interpreters when needed.	Service Provider	Ongoing
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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	N/A
Which Risk Register have these impacts been added to?	N/A

## 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.