

## Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

### **How should you assess impact?**

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

**It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.**

The form should be completed electronically and returned to the Equalities Section :

[LJBrown@valeofglamorgan.gov.uk](mailto:LJBrown@valeofglamorgan.gov.uk)

If you have any queries, telephone: 01446 709362

**Policy/practice title: Youth Offending Service Restorative Justice Strategy**

**Who is responsible for developing and implementing the policy/practice?**

Name: Mark Bishop	Job Title: Assistant Team Manager
Directorate: Chief Executive	Division: Youth Offending Service
Assessment Date: 12 November 2010	

**1. Objectives**

**What are the objectives of the policy/practice being developed or reviewed?**

Embedding Restorative Justice throughout the Youth Justice System

**2. Background data:**

<b>Who is intended to benefit from this policy/practice?</b>	<b>Please</b> ✓
All residents of the Vale of Glamorgan	✓
Internal departments (please state):	
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: 8-18 years; victims of crime	✓
Other Please specify: general wider community in terms of enhanced community safety	
<b>What research or baseline information do you have about how your service is used by various groups of people?</b>	
Local performance data on young people, including age, gender, ethnicity, LAC status, SEN status. Gender and ethnicity on victims of crime	

**3. Gender**

Will the policy/practice have a **negative impact** directly or indirectly on different genders?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Women		✓
Men		✓

Will the policy/practice have a **positive impact** directly or indirectly on different genders?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Women	✓	
Men	✓	

**Please give details of the negative impact?**

None

**Please give details of the positive impact?**

Members of community feel safer, restored to pre-victim status. Young people do not offend

**What action(s) can you take to mitigate the negative impact?**

**What action(s) can you take to have a more positive impact?**

**What supporting evidence do you have?**

Home Office research on impact of restorative justice

**4. Race**

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place).

Will the policy/practice have a **negative impact** on the following groups?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Black and minority ethnic population		✓
Economic migrants		✓
Asylum seekers and refugees		✓

Will the policy/practice have a **positive impact** on the following groups?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Black and minority ethnic population	✓	
Economic migrants	✓	
Asylum seekers and refugees	✓	

**Please give details of the negative impact?**

Potential re-victimisation of young people committing racially aggravated offences

**Please give details of the positive impact?**

Victims restored to pre-victim status. Reduction in re-offending

**What action(s) can you take to mitigate the negative impact?**

Risk assessment prior to facilitating restorative justice. Indirect supervised mediation

**What action(s) can you take to have a more positive impact?****What supporting evidence do you have?**

YJB Equalities assessment on restorative justice. ASSET data

**5. Disability**

Will the policy/practice have a **negative impact** on people with disabilities?

<b>Disability: please</b> ✓	<b>Yes</b>	<b>No</b>
Visually impaired		✓
Hearing impairment		✓
Physically disabled		✓
Learning disability		✓
Mental health problem		✓
Other:		✓

Will the policy/practice have a **positive impact** on people with disabilities e.g. will services be more accessible?

<b>Disability: please</b> ✓	<b>Yes</b>	<b>No</b>

Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:		

<b>Please give details of the negative impact?</b>
Potential revictimisation of vulnerable victims
<b>Please give details of the positive impact?</b>
Victims restored to pre-victim status. Reduction in re-offending
<b>What action(s) can you take to mitigate the negative impact?</b>
Risk assessment prior to facilitating restorative justice. Indirect supervised mediation
<b>What action(s) can you take to have a more positive impact?</b>
<b>What supporting evidence do you have?</b>
YJB Equalities assessment on restorative justice. ASSET data

## 6. Welsh language

Will the policy/practice have a **negative impact** on the Welsh language?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
		✓

Will the policy/practice provide a **positive impact** on the Welsh language, in accordance with the Council's Welsh Language Scheme, e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms, etc.?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
	✓	

<b>Please give details of the negative impact?</b>
<b>Please give details of the positive impact?</b>
<b>What action(s) can you take to mitigate the negative impact?</b>
<b>What action(s) can you take to have a more positive impact?</b>
<b>What supporting evidence do you have?</b>
Welsh Speakers employed by YOS to facilitate conference

## 7. Age

Will the policy/practice have a **negative impact** for younger/older people?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Under 25 years		✓

Over 50 years		✓
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Will the policy/practice provide a **positive impact** for younger/older people?

<b>Please</b> ✓	<b>Yes</b>	<b>No</b>
Under 25 years	✓	
Over 50 years	✓	

<b>Please give details of the negative impact?</b>
Potential revictimisation of vulnerable adults
<b>Please give details of the positive impact?</b>
Victims restored to pre victim status
<b>What action(s) can you take to mitigate the negative impact?</b>
Risk assessment prior to restorative justice taking place. Indirect supervised mediation
<b>What action(s) can you take to have a more positive impact?</b>
<b>What supporting evidence do you have?</b>
ASSET data

### 8. Religion and belief

Will the policy/practice provide a **negative impact** for people with different religions or beliefs?

<b>Religion/belief: please</b> ✓	<b>Yes</b>	<b>No</b>
		✓

Will the policy provide a **positive impact** for people with different religions or beliefs?

<b>Religion/belief: please</b> ✓	<b>Yes</b>	<b>No</b>
	✓	

<b>Please give details of the negative impact?</b>
Potential revictimisation of victims of hate crime
<b>Please give details of the positive impact?</b>
Victims restored to pre victim status
<b>What action(s) can you take to mitigate the negative impact?</b>
Risk assessment take place prior to restorative justice. Indirect supervised mediation
<b>What action(s) can you take to have a more positive impact?</b>
<b>What supporting evidence do you have?</b>
ASSET data. YJB equalities assessment of restorative justice

### 9. Sexual orientation

Will the policy provide a **negative impact** for gay men/lesbians/bisexuals

<b>Sexual orientation: please</b> ✓	<b>Yes</b>	<b>No</b>
Gay men/lesbians/bisexuals		✓

Will the policy provide a **positive impact** for gay men/lesbians/bisexuals?

<b>Sexual orientation: please</b> ✓	<b>Yes</b>	<b>No</b>
Gay men/lesbians/bisexuals	✓	

<b>Please give details of the negative impact?</b>
Potential revictimisation of victims of hate crime
<b>Please give details of the positive impact?</b>
Victims restored to pre victim status.
<b>What action(s) can you take to mitigate the negative impact?</b>
Risk assessment prior to restorative justice. Indirect mediation to take place
<b>What action(s) can you take to have a more positive impact?</b>
<b>What supporting evidence do you have?</b>
YJB equalities assessment. ASSET data

## 10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

<b>Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)</b>
Victim satisfaction survey. Young people questionnaires. Community volunteer supervision sessions
<b>Who was consulted?</b>
Community volunteers. Young people. Members of public
<b>How have the results of the consultation been implemented?</b>
Aggregated data in implementation of strategy

## 11. Monitoring

<b>How will you monitor the impact of this policy on service users?</b>
Continue to collate victim satisfaction feedback
<b>What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?</b>
Gender, ethnicity and disability of victims undertaking restorative justice interventions. This data will be shared on a quarterly basis and analysed fully on an annual basis.

## Publication of policy

Equality Impact Assessment  
Rev Date: July 2009  
Tim Greaves, Corporate Equality Group

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

Details:
Internally only; used for funding bids.

### **12. Further action**

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

### **13. Completed Impact Assessments:**

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be published on the Council's website.

### **14. Authorisation**

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name): B Noon	Date: 15/11/10
Designation: Operational Manager	