

Equality Impact Assessment (EIA) Tool

Control Details:	
Title of EIA/ Decision (DDM):	Another Way Funding
Budget booklet code (if applicable):	
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
Name of author (Assigned to Pentana):	Jane Paling
Department:	Community Safety
Director:	Colin Wilderspin
Division:	Communities
Contact details:	Jane.Paling@nottinghamcity.gov.uk
Strategic Budget EIA:	No
Exempt from publication:	No
Date decision due to be taken:	10/10/2023

Document Amendment Record

Version	Author	Date

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Amy Goulden	Community Safety Head of Service	08/09/2023
Nasreen Miah	Equality & Employability Consultant	14/09/2023

Glossary of Terms

Term	Description
YEF	Youth Endowment Fund
OPCC	Office Police and Crime Commissioner
EVR	Exploitation and Violence Reduction
APPG	All Party Parliamentary Group
BAME	Black, Asian and Minority Ethnic
YHS	Youth Justice System
HMIP	Her Majesty’s Inspectorate of Prisons
VRP	Violence Reduction Partnership
OCG	Organised Crime Gang
USG	Urban Street Gang

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

Another Way Project is funded by the Youth Endowment Fund (YEF) with matched in-kind funding from local partners. The project will be operational from September 2023 to August 2025 with a preceding preparation phase and an extended evaluation phase beyond August 2025. Delivery partners include:

- Violence Reduction Unit
- Research and Insight Team, OPCC
- EVR Hub, City Council
- Young Adults and Gangs Team, Probation
- Equipped2Succeed (voluntary sector organisation)
- Realise (voluntary sector partnership)
- Neighbourhood Policing (Notts Police)
- Intel Directorate (Notts Police)

The project is likely to involve additional services in particular services commissioned to deliver youth work, mentoring and community involvement.

YEF funding was for projects that could be evaluated to establish the effectiveness of a *focused deterrence* approach in England or Wales. As part of that approach, bids had to demonstrate that their intervention would be targeted against a network or networks.

There are four strands to the strategy:

Intelligence	Identify the cohort to be worked with and track progress
Community	Dialogue with community to win trust and support for project and help to change community norms
Support	Support for cohort to overcome barriers and make positive choices
Enforcement	Enforcement against cohort members who do not comply and continue to offend Enforcement against organised criminality especially where it exploits children

The intervention will work with children and young adults (broadly 14 to 25 years but may also work with small numbers of younger and older persons, for example of a younger sibling of someone already on the cohort or if ongoing work with someone on the cohort who is about to turn 26 would be beneficial to their positive outcomes). The under 18 cohort is being managed via Children's Services.

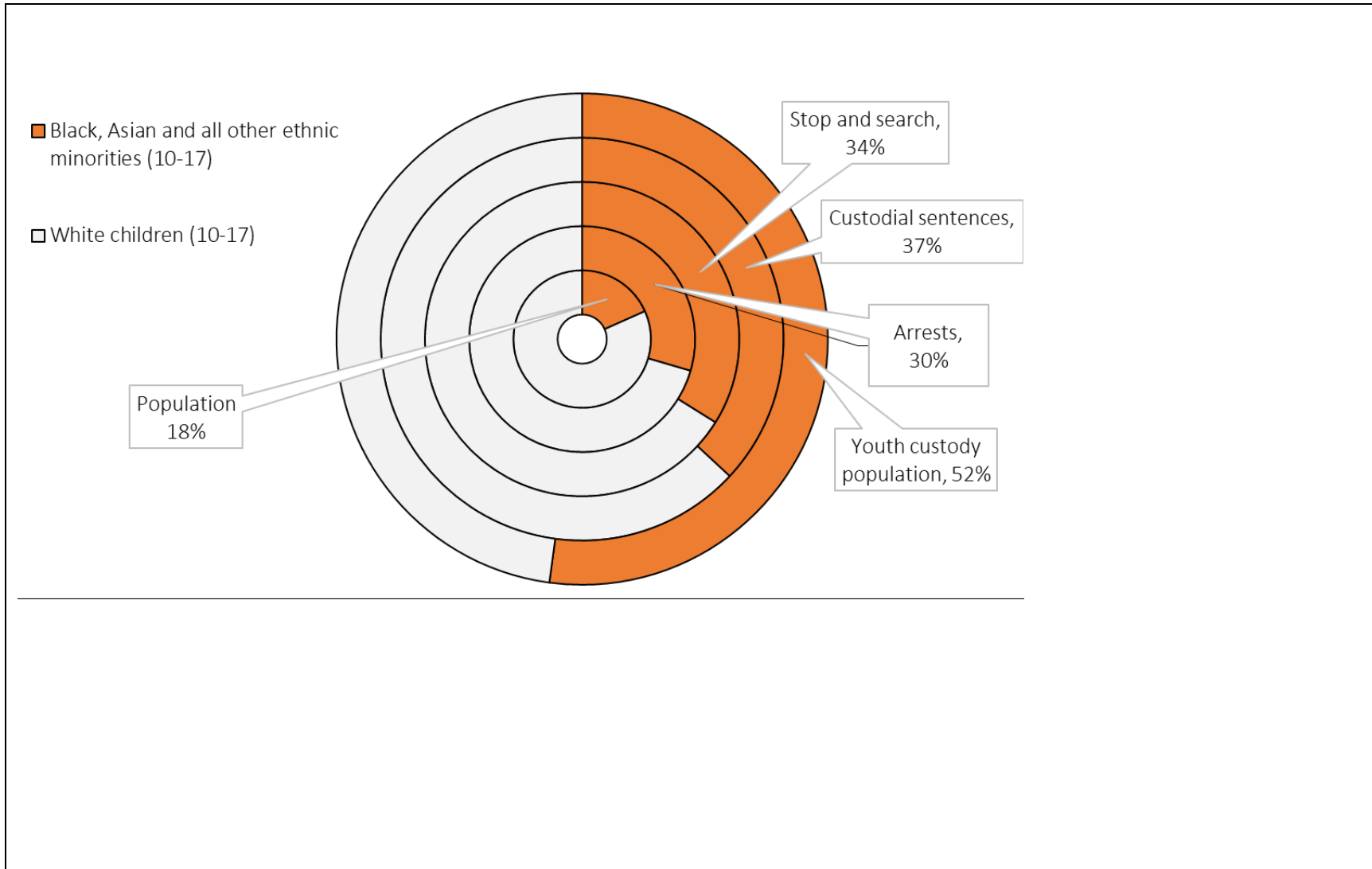
1. b. Information used to analyse the equalities implications

- National and local research has evidenced the high percentage of children with language and communication difficulties in the Youth Justice System as around 80-90%, with 60% of young males having clinically significant levels of language impairment (Snow, 2013 - https://pubs.asha.org/doi/pdf/10.1044/2018_LSHSS-CCJS-18-0027).
- Substance abuse may be a risk factor for involvement in violence, either through exposure to market violence or through the psychoactive effects of drugs. (Home Office, Serious Violence Strategy, 2018 - https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/698009/serious-violence-strategy.pdf)
- Locally, there has been a lack of capacity to provide the level of support required by children, particularly the 10-15 year age group
- The APPG report on Knife Crime and Violence 2020 - <http://www.preventknifecrime.co.uk/> - highlights the unique role youth workers can play in reaching out to vulnerable young people in society including those who are at risk of or are being exploited.
- An independent evaluation, published by the Ministry of Justice, [concluded](#) that restorative justice reduces the frequency of reoffending by 14%. (Restorative Justice Council - <https://restorativejustice.org.uk/resources/moj-evaluation-restorative-justice#:~:text=Key%20findings%20from%20the%20evaluation,other%20people%20in%20their%20situation.>)
- The number of young people sentenced or cautioned has fallen significantly in Nottingham since 2015, however reductions have been more pronounced among White young people (-56%) than BAME young people (-31%). This has led to an increase in disproportionality over the last five years. In 2020, BAME children represented 40% of children in the YJS in Nottingham compared to 30% in 2015.

Levels of disproportionality compared to the white population in Nottingham are highest among young people from Black (2.0) and mixed heritage background (1.5). (HMIP Inspection 2021)

- Nottinghamshire Police recorded 2,775 suspects aged 17 and under in 2020/21. Reflecting the profile recorded by the City YJS, the number of suspects from Black (487) 2.3) and mixed heritage backgrounds (484) was 2.3 and 1.6 times that of their White counterparts when compared on the basis of rates per 1,000 population. (HMIP Inspection 2021)

Youth Endowment Fund has provided an infographic included below that starkly highlights disproportional outcomes for BAME children in YJS in England and Wales.



1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
	People from different ethnic groups	X			*see below	Positive action will be increased through the strand specific approach outlined in Section 1a and the reasons and circumstances leading to the need for the decision in the DDM.	P such as assessment of risk levels, reduction in offending, increased engagement with support services, access education/employment.
	Men	X			*see below	Positive action will be increased through the strand specific	Outcomes monitoring set out by the YEF and VRP

						approach outlined	
	Women			X	Female cohort is not being managed by the team	Separate Home Office funded project addressing female involvement in USG	
	Trans	X			*see below	Positive action will be increased through the strand specific approach outlined in Section 1a and the reasons and circumstances leading to the need for the decision in the DDM.	Outcomes monitoring set out by the YEF and VRP
	Disabled people/ carers	X			*see below	Positive action will be increased through the strand specific approach outlined in	Outcomes monitoring set out by the YEF and VRU

						Section 1a and the reasons and circumstances leading to the need for the decision in the DDM.	
	Pregnancy and maternity			X	Female cohort is not being managed by the team	Separate Home Office funded project addressing female involvement in USG	
	Marriage/Civil Partnership			X			
	People of different faiths/ beliefs and those with none	X			*see below	Positive action will be increased through the strand specific approach outlined in Section 1a and the reasons and circumstances leading to the	Outcomes monitoring set out by the YEF and VRU

						need for the decision in the DDM.	
	Lesbian/ Gay/ Bisexual people	X			*see below	Positive action will be increased through the strand specific approach outlined in Section 1a and the reasons and circumstances leading to the need for the decision in the DDM.	Outcomes monitoring set out by the YEF and VRU
	Older						
	Younger	X			*see below	Positive action will be increased through the strand specific approach outlined in Section 1a and the reasons and circumstances leading to the need for the	Outcomes monitoring set out by the YEF and VRU

						decision in the DDM.	
	<p>Other (e.g. <u>looked after children, care leavers, cohesion/ good relations, vulnerable children/ adults</u>), <u>socio-economic background, Special Educational Needs</u></p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>	X			*see below	<p>Positive action will be increased through the strand specific approach outlined in Section 1a and the reasons and circumstances leading to the need for the decision in the DDM.</p>	<p>Outcomes monitoring set out by the YEF and VRP</p>

*The specific nature of the Another Way intervention, means that there should be a positive effect on those identified within the USG cohort. They will be offered one to one support with life-planning, and offered support with mental health and routes into employment alongside support to access mentoring and referral to other mainstream services. Identification will be at random from a database of individuals identified by the Violence Reduction Partnership with the following criteria:

1. Be between 14 and 24 years old
2. Live in Nottingham City or have a connection through family and friends
3. Have been arrested for at least of one of these offences in the last year – violence against the person, robbery, possessions of weapons
4. AND arrested for at least one of these offences as part of a group of 3 or more over the past 2 years – violence against the person, robbery, possession of weapons, criminal damage and arson, drug offences, public disorder

If they do not meet criteria 3 but meet all other criteria, the following will be considered on a case by case basis:

- Other offences committed in the last 12 months including drug offences, criminal damage and arson, public disorder offences

- Intelligence review that indicates they are part of an offending group
- Evidence of county lines involvement or criminal exploitation
- Family links to violent offenders
- Out of force offending

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The reasons for Black and Minority Ethnic boys and men being disproportionately represented in the criminal justice system are complex. The evidence that they will often receive worse outcomes than their white peers for what appear to be similar offences, suggests that at least part of the problem lies in their treatment by public agencies. Additionally, there is evidence that where policing and criminal justice interventions are centred on gangs there are particular problems as the concept of gang is often understood, consciously or not, in a racialised way: “the ‘gang’ label legitimises the over-policing of Black people and communities and acts as an inhibitor to the reconciliation of other, more acute, socio-economic problems endured within Black and Minority Ethnic (BAME)” (Williams, 2015).

This project aims to work with young people involved in urban street gangs. Defined in Nottinghamshire Police as “**USG** - A relatively durable, predominantly street based group of young people who 1. see themselves (and are seen by others as a discernible group, and 2. Engage in a range of criminal activity and violence. Elements of the project are also likely to impact on Organised Criminal Gangs (OCGs). Whilst data quality as regards to recording ethnicity is not accurate, it does indicate that USG and OCG membership is disproportionately BAME.

In terms of potential adverse impact, it should be noted that there is a substantial support programme contained within the project that seeks to divert participants away from offending behaviour and in this context should be seen as seeking to redress disproportionality. However, where individuals do not comply they risk being subject to enforcement activities including criminal justice sanctions. There is also a concern that, particularly for young people, being labelled as ‘gang’ members can have negative consequences with how services perceive and respond. This could include a range of outcomes such as school exclusions or pre-sentence reports.

Within the umbrella term BAME, there are important differences. One suggestion is that gang involved youth from Asian communities are conversely under-reported for a number of reasons, particularly in early stages of offending careers, and this could mean that they miss out on positive interventions.

It should also be noted that girls and young women are significantly under-represented in comparison to the general population. Whilst this may largely represent a positive factor with girls not being drawn into this offending, there is also some evidence that girls

involvement in gangs may be less visible. There is a separate Home Office funded project (Young Women and Girls Fund) that will address this.

Where individuals commit offences then these cannot be ignored by criminal justice agencies but that can only be justified in the context of the mitigations set out below that are intended to reduce and if possible eliminate adverse impacts.

The specific nature of the Another Way intervention, means that there should be a positive effect on those identified within the USG cohort. They will be offered one to one support with life-planning, and offered support with mental health and routes into employment alongside support to access mentoring and referral to other mainstream services.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan


Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	Case specific multi agency approach (outlined in section 1a and the DDM) and monitoring of outcomes of actual impact of project As described above in the	Team Manager/Seniors	Under constant review (case by case)	Ongoing

	‘who will be affected and how’ section.			
Advance equality of opportunity between those who share a protected characteristic and those who don’t	As above	Team Manager/Seniors	Under constant review (case by case)	Ongoing
Foster good relations between those who share a protected characteristic and those who don’t	As above	Team Manager/Seniors	Under constant review (case by case)	Ongoing
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	As above	Team Manager/Seniors	Under constant review (case by case)	Ongoing

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Amy Goulden, Community Safety Head of Service Amy.Goulden@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p> <p>08/09/223</p>
--	---

Approving Manager Signature: 	Date of final approval: 04.10.23
--	---

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.