

# Disproportionality Action Plan 2023/24

## Introduction:

The Youth Justice Service (YJS) works with children from a range of backgrounds. It is therefore necessary for the YJS to understand the Social Graces of children and young people open to the Service and work in a way that is culturally and individually sensitive, tailoring interventions to account for the individual needs of children, young people and their families.

It is also important to note that the YJS cohort has consistently seen disproportionately more male Black and Mixed heritage young people. Therefore staff and Manager(s) need to have a wider systemic understanding of the experiences of children and young people they work with and their entry into the Criminal Justice System, which can be underpinned by discrimination, racism and disadvantage.

Croydon YJS have been using the YJB Summary Ethnic Disproportionality Toolkit, as well as internal data collection and analysis, to research the issues locally to understand disproportionality. It found that children from minoritized ethnic group backgrounds were overrepresented in the youth justice system, more likely to enter the youth justice system at a higher level, and more likely to receive harsher sentences including custodial sentences. Consequently, our initial 2022/23 plan highlighted the ways the YJS can influence parts of the system to make a change and address racism and disproportionality with partners.

This 2023/24 Disproportionality Action Plan has been streamlined to reflect specific areas of disproportionality and has led to the establishment of a separate YJS Diversity and Inclusion Policy. This 2023/24 DAP places accountability upon staff and Manager's to utilise their position in the Service to challenge racism and discrimination but also to reflect on ways of working with specific groups and individuals and where possible promote opportunities to remedy disadvantage. The YJS will do this by considering the accessibility and suitability of services that promote positive outcomes.

The YJS now has a Diversity Equality and Inclusion Champion who ensures that disproportionality is discussed Team wide and that discussions are presented to Managers to discuss strategically and operationally. There is however an expectation on all members of the Team that we actively identify areas of discrimination, including racism and challenge accordingly as well as reflect on our own bias and practice(s). This plan is reviewed quarterly and is a part of the Council(s) wider strategic plan when considering equality and anti-discriminatory practice.

Priority Actions:						
	Target	How	Lead	Timescales	Actions/ What	Progress
	<p><b>All members of the Team to actively identify areas of discrimination, including racism and challenge accordingly as well as reflect on our own bias and practice(s).</b></p>	<p>A cohort of YJS Officers and Specialists to attend 6 weekly meetings to discuss the diverse needs of both the Team and cohort and to ensure this is feedback to Management to action.</p> <p>Management Team and YJS Officers to engage with monthly Critical Reflection groups, specifically designed to deconstruct matters reflected on to consider the impact that power and social graces have on our decision-making.</p> <p>Discussions that may require strategic and operational delivery to be raised at the Youth Crime Board and Diversity Lead to regularly attend</p>	<p>Kristel – Lead on Critical Reflective Practice</p> <p>Malini – YJS Champion for Diversity Equality and Inclusion.</p>	<p>Continuous</p>	<p>Regular circulation of diversity dates and events issued to Team to bring awareness and entice discussion.</p> <p>Critical Reflection to be evidenced in</p> <ul style="list-style-type: none"> <li>- Managers Meeting minutes</li> <li>- Supervision</li> <li>- evidenced in assessments</li> <li>- evidenced in reports</li> </ul> <p>to be awarded Race Equality Network Trailblazer award</p> <p>To champion a local Anti-Racist Policy</p> <p>To develop and champion Partnership Principles.</p> <p>Consider YJS young people being eligible for an Independent Advocate.</p> <p>Work with CSC to provide appropriate care packages for black and mixed raced young people in care and in custody i.e. specific hair and skin products.</p>	<p><b>2021/22</b> Sinead (previous YJS Champion for Diversity Equality and Inclusion) has attended and presented to the Youth Crime Board.</p> <p><b>2022/23</b></p>

		<p>Youth Crime Board (twice yearly) to raise considerations.</p> <p>To be recognised by our partners as a Team that actively identifies areas of discrimination, including racism and challenges accordingly</p>				
	<p><b>Education</b></p> <p><b>To develop well-informed learning programmes to reduce the number of young people from minoritized ethnic groups who are not in education, employment and training</b></p>	<p>Deliver appropriate cultural competence training to educators.</p> <p>To develop appropriate “well-informed” programs for young people in the YJS Cohort.</p> <p>To advocate for minoritized ethnic groups who are not in education, employment and training</p>	Marina	Continuous	<p>Evidence of decisions made at the Fair Access Panel being appropriately challenged.</p> <p>Delivery of Skills Mill employment programme w/Deandra</p> <p>Post 16+ support W/Baron a focus on 16+ NEET and seeking opportunities for those who may be deemed disadvantaged. SALT</p> <p>Alternative appropriate ETE-information and updates provided to YJS Officers via e-mail</p> <p>Work in Partnership with PRUs/Schools and SEND Team to ensure we are challenging any identified areas of</p>	<p><b>2021/22</b> Marina regularly attends FAP Skill Mill is being delivered NEET numbers have reduced Regularly circulation of opportunities Strong partnership work with all main partners</p> <p><b>2023/24</b></p>

					<p>disproportionately related to exclusions or poor access to provisions.</p> <p>ETE data is updated weekly. EHCP/SEN Checks YJS ETE data shared with SEND, Virtual School, Learning Access Team; Post 16 NEET Manager; NHS Health for CLA</p> <p>Ensure SEND marker remains up to date and recorded action taken.</p>	
	<p><b>Data</b></p> <p><b>To have data that reflects an accurate picture of the types of offences and corresponding Criminal Justice outcomes for minoritized ethnic groups</b></p> <p><b>Ensure data looks at ways in which we can prevent or/and reduce young people coming back into the Criminal Justice System.</b></p> <p><b>Ensure we consider the most appropriate</b></p>	Ryan to devise appropriate data reports	Ryan/Ops. Managers	To be shared at Joint Team Meeting (monthly)	<p>Re-offending tracker to be shared with YJS Officers at the Joint Team Meeting to highlight re-offending rates per ethnicity on their caseloads.</p> <p>YJS officers and Line Managers to note consideration of specific appropriate action and intervention required for specific case status on re-offending tracker and corresponding ethnicity.</p> <p>Relevant cases to be heard at RVMP and Group Critical Reflection to unpick possible bespoke methods of intervention.</p>	<p><b>2022/23</b> Ryan/Ops. Managers</p> <p><b>2023/24</b></p>

	<p><b>intervention for presenting specific ethnic groups in YJS.</b></p>					
	<p><b>Interventions</b></p> <p><b>Group and 1:1 Interventions and group work take into account individual and group experiences by virtue of being overrepresented in the CJS.</b></p> <p><b>Minoritized ethnic groups in the YJS to have access to health services</b></p> <p><b>Minoritized ethnic groups in the YJS to be empowered to have their views heard by Leaders and Senior Managers within the LA.</b></p>	<p>Staff to engage in Critical Reflection on self and cases to equip themselves to provide specific group and 121 interventions for minoritized ethnic group.</p> <p>All young people in the YJS to be assessed by SALT and if appropriate a Forensic Psychologist/ Clinical Team and Nurse.</p> <p>YJS to partner with specialist Youth Empowerment service – Leaders Unlocked to x</p> <p>YJS officers to refer young people in the YJS to be assessed by substance misuse specialist if appropriate</p>	<p>Youth Engagement Team/Gangs &amp; IOM Team.</p> <p>Youth Engagement</p> <p>Forensic Psychological</p> <p>SALT</p> <p>Substance Misuse</p>	<p>On-going</p>	<p>Young males group to be run quarterly</p> <p>YJS Youth Participation Group to be held quarterly</p> <p>To ensure the health needs of individuals are promptly identified and actioned advocating for accessibility to health provisions which may not have otherwise been identified.</p> <p>w/support from SALT worker and Forensic Psych to promote accessibility to health provisions for disadvantaged groups</p> <p>Girls Group to be run quarterly by Youth Engagement on behalf of YJS.</p> <p>For trauma informed and systemic interventions to consider the impact of racial trauma on children and families.</p>	<p><b>2022/23</b> Occurring – groups running.</p> <p><b>2023/24</b></p>

	<p><b>Court work and Court user group</b></p> <p><b>For the impact of social influences beyond their control on overrepresented young people in the YJS at Court.</b></p> <p><b>For Court users to be culturally aware and mindful of unconscious bias when making decisions through critical reflections</b></p>	<p>Quarterly training delivered to DJs and Mags.</p> <p>Training/ presentations to be made to Court users at the Court Users Forum.</p>	Kristel	Continuous	<p>To ensure all Court lists are closely examined and where identified children who should have been subject to Out of Court Disposals are advocated for appropriately.</p> <p>Programme to be developed to bridge the gap between Court and Y/P.</p> <p>Scrutiny panel- comparison of sentencing outcomes for Y/P across ethnic groups (e.g. similar offences and sentencing outcomes).</p> <p>Pre-sentence Report template circulated to staff to address overrepresentation with Court(s) – to be reviewed.</p> <p>Sentencing feedback sheets to be asking how sentencers considered disproportionality in sentencing.</p> <p>For the impact of racial trauma on children and families to be explored in assessments and reports.</p>	<p><b>2022/23</b></p> <p>Weekly meetings held and challenge were necessary – evidence available.</p> <p>PSRs have been revised and include communication passports for children who have communication difficulties and might not be able to address the Court with confidence.</p> <p>One training session completed further session scheduled for 6<sup>th</sup> April 2022.</p> <p><b>2023/24</b></p> <p><b>Kristel to sit on the South London CPS Scrutiny Panel</b></p>
	<b>Police</b>	Police to be trauma-informed	YOS Police	30.6.21	Training with Police and Solicitors around providing ‘no evidence	

	<p><b>Joint analysis with police and community safety - impact of S60, stop and search etc and delivery of seeking to reduce FTE whilst addressing overrepresentation in earlier stages of the Criminal Justice System.</b></p>		<p>Johanna/Corryne</p>		<p>comments' which then leads to not being suitable for OOC. Fits in with induction of New Officers and our offer to those Officers.</p> <p>Interactive video that can be distributed to local solicitors to provide them with information around OOC.</p> <p>Use of diversion cannabis pilot.</p> <p>Set up of DIVERT programme to promote universal services with partners inclusive of community sector for those arrested and NFAAd</p> <p>Training to be delivered as arranged by Brooke on Stop and Search and rights.</p> <p>YJS to sit on the Bi-annual Police scrutiny Panel.</p>	
	<p><b>Work with the Community Sector</b></p> <p><b>The YJS to work with the community sector to provide early intervention and prevention programs that address the root causes of offending,</b></p>	<p>Joint work linked to projects such as My Endz that specifically target the prevention and reduction of crime with community groups in the London Road area,</p>	<p>Managers/YOS Officers</p>	<p>YOS/Youth Engagement/Gangs and IOM Team</p>	<p>To ensure representation at all local community forums such as My Endz and New Addington and Thornton Heath equivalent forums.</p> <p>YJS to operate as active stakeholder of MyEnds</p> <p>YJS to attend monthly Community Hub meetings to share intel from</p>	<p><b>2022/23</b></p> <p>Occurring – evidence available. BME have also delivered cultural competency training to all staff.</p> <p>Mentivity – mentoring</p>

<p><b>such as poverty, lack of education, and mental health issues for minoritized ethnic groups</b></p> <p><b>The YJS to work with the community sector to provide programs that divert minoritized ethnic groups away from the criminal justice system and into alternative programs that address their needs, such as mentoring, counselling, or education programs. This can reduce the likelihood of minoritized ethnic groups reoffending and being further entrenched in the criminal justice system.</b></p> <p><b>Support/ partner with the community sector to implement community-based initiatives that involve minoritized ethnic groups in positive activities with a view to</b></p>	<p>which has a diverse community.</p>			<p>and with the local community groups.</p> <p>To link in with organisations such as the Refugee Council and other organisations that offer expertise when working with specific and overrepresented groups within YOS.</p>	<p>Reaching Higher – Mentoring Forever Fitness – Summer Project</p> <p><b>2023/24</b></p>
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	<p><b>help build positive relationships and connections within the community, reduce social isolation and disengagement, and promote a sense of belonging and inclusion.</b></p>					
	<p>SYV/ IOM Team</p>	<p>To offer training to partners such as the SYV &amp; IOM Police to address disproportionality and unconscious bias.</p>	<p>Cliff</p>	<p>SYV and IOM Team</p>	<p>To ensure consideration is given to the overrepresentation present on SYV/ IOM list and to use forums such as Tasking to discuss and where necessary challenge partners for any unconscious bias. - <b>evidence</b></p> <p>To ensure that all 1:1 work meaningfully permits discussions of discrimination and overrepresentation.</p>	<p><b>2022/23</b> Cliff</p> <p><b>2023/24</b></p>