

Equality Impact Assessment

This document should be completed at the start of policy development or at the early stages of a review. This will ensure equality considerations are taken into account before a decision is made and policies can be altered if required.

SECTION 1 - Policy Profile

1 Name/description of the policy, plan, strategy or programme	Inverclyde Community Justice Outcomes Improvement Plan 2017-2022
2 Responsible organisations/Lead Service	Inverclyde Community Justice Partnership
3 Lead Officer	Ann Wardlaw
4 Partners/other services involved in the development of this policy	Inverclyde Integration Joint Board and Health and Social Care Partnership Inverclyde Council NHS Greater Glasgow & Clyde Crown Office & Procurator Fiscal Service Scottish Prison Service Scottish Fire and Rescue Service Police Scotland Scottish Courts & Tribunal Service Skills Development Scotland CVS Inverclyde Action for Children Turning Point Scotland
5 Is this policy:	New <input checked="" type="checkbox"/> Reviewed/Revised <input type="checkbox"/>
6 What is the purpose of the policy (include any new legislation which prompted the policy or changes to the policy)?	The Community Justice (Scotland) Act 2016 details the statutory partners who are responsible for ensuring the development of a local Community Justice Outcomes Improvement Plan. In addition there is statutory guidance that outlines the required process for developing local plans. The over-arching purpose of the new model for community justice is to

	reduce re-offending.
<p>7 What are the intended outcomes of the policy?</p>	<p>The National Strategy for Community Justice and the Outcomes, Performance and Improvement Framework indicates the intended outcomes, incorporating four structural outcomes resulting in three person-centric outcomes, are:</p> <ul style="list-style-type: none"> • Communities improve their understanding and participation in community justice. • Partners plan and deliver services in a more strategic and collaborative way. • Effective interventions are delivered to prevent and reduce the risk of further offending. • People have better access to the services they require, including welfare, health and wellbeing, housing and employability. • Life chances are improved through needs, including health, financial inclusion, housing and safety being addressed. • People develop positive relationships and more opportunities to participate and contribute through education, employment and leisure activities. • Individuals' resilience and capacity for change and self-management are enhanced.
<p>8 Geographical area (Inverclyde wide or a specific location)</p>	Inverclyde wide
<p>9 Is the policy likely to have an impact on any of the elements of the Council equality duty (if yes, please tick as appropriate)?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 ✓ Advance equality of opportunity between people from different groups ✓ Foster good relations between people from different groups

10 Will those who may be directly or indirectly affected by this policy be involved in its development?

Yes, a series of service user interviews and focus groups have been undertaken (including a staff focus group). Details of these are given in the Participation Statement included in the Plan.
The Plan also gives further detail of how engagement and co-production will be further developed.

SECTION 2 – Impact on Protected Characteristics

Which of the protected characteristics will the policy have an impact upon? (see guidance for examples of key considerations under each characteristic)

Protected Characteristic	Impact					Reason/Comments
	Positive High	Low	Neutral	Negative High	Low	
Age	✓					A key focus of the plan is on prevention and early intervention. This includes working more closely with youth justice, ensuring a smooth transition into the adult criminal justice system. In addition, a further key action is that services are person-centred and people have equal access to services. This includes, for example, the older population of people who commit offences.
Disability	✓					As outlined above, the plan stipulates the intention of delivering a person-centred approach and ensuring equal access to services. This includes identifying any barriers to services.
Gender Reassignment			✓			There is no available evidence relating to this particular protected characteristic.
Pregnancy and maternity		✓				While there is a national focus on developing a new female custodial estate that will include pregnancy and maternity services; there is no specific actions identified in our local plan.
Race			✓			There is limited available evidence relating to this particular protected characteristic.
Religion or Belief			✓			There is limited available evidence relating to this particular protected characteristic.

Sex (Male or Female)	✓					There is a particular focus on evaluating current provision relating to domestic abuse with the intention of enhancing this.
Sexual Orientation			✓			There is no available evidence relating to this particular protected characteristic.
Other groups to consider (please give details) People who have multiple complex difficulties including for example learning disability, mental health issues, addiction.	✓					There is a wide range of research that indicates the multiple inequalities and the impact of these on people who have committed offences. A key focus of the plan is in improving joint-working with the intention of reducing these inequalities.

SECTION 3 – Evidence

What evidence do you have to help identify any potential impacts of the policy? (Evidence could include: consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.)

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy)	Please refer to the attached Participation Statement
Research	<ul style="list-style-type: none"> • Inverclyde Community Justice Profile includes a wide range of both primary and secondary data. Key information from this has been included in the Plan. Consideration was given to including limited information available regarding refugees; however, in view of the numbers being very low a decision was made not to include this to ensure such information could not be identifiable to individuals. • What Works research on reducing re-offending and effective interventions.
Officer's knowledge and experience (including feedback from frontline staff).	Please refer to the attached Participation Statement
Equalities monitoring data.	Where this has been available. There is an opportunity to raise this with Scottish Government and respective statutory partners with a view to ensure such information is recorded and made available.

<p>User feedback (including complaints)</p>	<p>Please refer to the attached Participation Statement. In addition, a key action in the Plan is developing a quality assurance framework that will incorporate service user feedback, not simply relating to service delivery, but moreover ensuring there are clear pathways and supports at transition periods and a “joined-up” approach.</p>
<p>Stakeholders Other</p>	<p>The consultation process will also be used to engage and involve a wide range of stakeholders.</p>
<p>What information gaps are there?</p>	<p>As indicated in the Participation Statement, this is the initial phase of gathering views from a broad range of stakeholders and collating data as part of a profile of information. During 2017 further engagement activity will be planned with stakeholders, including families affected (both adults and children), victim groups. There are currently gaps in information around certain protected characteristics including pregnancy and maternity, gender reassignment, sexual orientation and race.</p>

SECTION 4 – CONSEQUENCES OF ANALYSIS

What steps will you take in response to the findings of your analysis? Please select at least one of the following and give a brief explanation.		
1. Continue development with no changes		
2. Continue development with minor alterations	✓	As outlined in the Participation Statement, there has been extensive engagement and a period of consultation. Minor amendments have already been made to the plan to reflect these.
3. Continue development with major changes		
4. Discontinue development and consider alternatives (where relevant)		
How will the actual effect of the policy be monitored following implementation?		
<p>There are several key actions outlined in the plan that will help to monitor the effect following implementation. These include:</p> <ul style="list-style-type: none"> • Developing a performance framework for reporting purposes. • Developing a quality assurance framework to ensure continuous improvement. • Developing a Participation Strategy. • Undertake an annual self-evaluation. • Prepare and submit an Annual Report to Community Justice Scotland. 		
When is the policy due to be implemented?		
The plan will be submitted to Scottish Government on 31 st March, with the plan formally commencing on 1 st April. This is a five year plan.		

When will the policy be reviewed?

The plan will be reviewed on an annual basis.

What resources are available for the implementation of this policy? Have these resources changed?

Scottish Government has provided transitional funding for the period 2015 / 2016 and 2016 / 2017, with a commitment this may continue for 2017 / 2018 dependent on the Spending Review.

Scottish Government has placed an emphasis on “leverage of resources” for statutory partners to demonstrate in their community justice planning.

Name of Individual(s) who completed the Assessment

Name(s): Ann Wardlaw, Alex Meikle, Janice Boyd
 Position: Community Justice Lead Officer, Partnership Integration Manager (CVS), Equalities Officer
 Date: December / January 2016 / 2017

Authorised by

Name: Sharon McAlees
 Position: Chair of Inverclyde Community Justice Partnership
 Date: 19.01.17

Please send a copy of all completed forms to Janice Boyd, Equalities Officer at janice.boyd@inverclyde.gov.uk

