

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and gender identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

All relevant committee reports should include an equalities impact assessment. This will ensure that equalities considerations are available for members to consider as part of the formal decision-making process. If your EIA is part of a Cabinet Report, please forward it to Democratic Services, along with your other committee paperwork. It is usual to publish the EIA with the other public papers in advance of a committee meeting. Please also remember to complete the EIA section of the report checklist and the EIA summary section on the report itself.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Slough Children First and People (Children)	
Service: Slough Children First	
Name of Officer/s completing assessment: Donna Briggs	
Date of Assessment: 15th July 2025	
Name of service/function or policy being assessed: Youth Justice Service	
1.	<u>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</u> The Youth Justice Plan 2025–26 sets out how Slough Children First, in collaboration with strategic partners, will deliver Youth Justice services to support, safeguard, and divert children and young people from entering or re-entering the criminal justice system. The YJS is rooted in a child-first, trauma-informed approach and aligns with national priorities around disproportionality, serious violence, and improving outcomes for vulnerable children. Key themes include restorative practice, equitable service access, co-production with children and families, workforce development, and partnership-led early intervention.
2.	<u>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</u> Slough Children First coordinates the delivery of YJS in partnership with the Youth Justice Management Board. The service works closely with statutory and voluntary partners including education, health, police, probation, community groups, and the judiciary
3.	<u>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</u> Children and young people aged 10–18, care-experienced young adults up to 25, their families, practitioners, communities, and wider stakeholders. The strategy takes into account individuals with intersectional identities and promotes equitable access and outcomes across all protected characteristics.

	Characteristic	Positive, negative, neutral or not known	Rationale for Assessment
	Age	Positive	Targeted to children and adolescents with tailored early intervention and support pathways..
	Disability	Positive	Neurodiversity training and sensory-friendly environment design remove barriers to engagement.
	Gender reassignment	Positive	Inclusive of young people who identify as transgender or non-binary, with a commitment to respectful practice and future data improvements
	Marriage and civil partnership	Neutral	Not directly impacted; safeguarding policies apply consistently.
	Pregnancy and maternity	Positive	Young parents receive tailored support; trauma-informed responses for those affected by abuse or exploitation
	Race	Positive	Disproportionality is a strategic priority, with targeted interventions and data-led reform.
	Religion and belief	Positive	Holistic and culturally competent responses respect all faith backgrounds.
	Sexual orientation	Positive	Promotion of safe spaces for LGBTQIA+ youth; improved data and partnership with inclusive community services.
	Care experience	Positive	The service prioritises support for care-experienced young people, ensuring responsive and protective practice
	Other:		

4.	<p><u>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</u></p> <ul style="list-style-type: none"> • Tailored responses for vulnerable children, including early help, prevention and youth-led support • Focus on reducing systemic inequality through data transparency and improvement planning • Youth and victim voices embedded in practice through participation and co-production • Inclusive and accessible workforce practice through ongoing training • Cross-sector collaboration strengthens local safety and cohesion
5.	<p><u>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</u></p> <p>None identified at this stage. Service design and implementation have been shaped with equity at the core. Any emerging adverse impacts will be addressed through continuous monitoring and engagement.</p>
6.	<p><u>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</u></p>

	<p>Yes. Evidence sources include performance dashboards, safeguarding reviews, thematic audits, and engagement with children, families, and staff. Contributions were gathered through:</p> <ul style="list-style-type: none"> • Youth-led consultations and workshops • Feedback from frontline practitioners • Strategic self-evaluation by the YJMB • Insights from the Disproportionality Task and Finish Group
7.	<p><u>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</u></p> <p>Yes. A co-productive approach underpins the work of YJS, with input from:</p> <ul style="list-style-type: none"> • Children and families involved in YJS • Youth participation groups, including Slough Youth Voice • Multi-agency staff engagement groups • Victim feedback channels • Safeguarding Practice Reviews
8.	<p><u>Have you considered the impact the policy might have on local community relations?</u></p> <p>Yes. YJS reinforces safe, inclusive, and restorative practice across all communities in Slough. By reducing disproportionality and embedding cultural competence, it promotes cohesion and trust between public services and diverse groups</p>

9.	<p><u>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</u></p> <p>There are no negative impacts currently identified. However, mitigation measures include:</p> <ul style="list-style-type: none"> • Monthly QA audits with an equity lens • Lived experience panels and feedback loops • Tracking of disproportionality and engagement data • Escalation routes via the YJMB for any concerns
10.	<p><u>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</u></p> <p>Monitoring will be led by the Youth Justice Management Board and includes:</p> <ul style="list-style-type: none"> • Quarterly performance review • Annual disproportionality report • Audit and improvement plan tracking • Thematic evaluation linked to workforce and victim feedback

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact. The Plan proactively promotes inclusion and equity across all protected characteristics	X
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
Implement equity-informed by Quality Assurance audits	All protected groups	YJS Service Manager	Equity issues proactively identified and addressed	Audit outcomes reported to YJMB	Q2 2025–26	In development
Improve disaggregated data on gender identity and sexual orientation	LGBTQIA+ young people	Performance analysis	Greater understanding of needs and improved strategic planning	Inclusion in annual performance review	Q3 2025–26	Data capture tool being scoped
Maintain youth co-production forums	Young people with	Participation Lead	Consistent inclusion of youth voice in service design	Participation dashboard	Ongoing	Structures embedded

	lived experience			reviewed quarterly		
Name:						
Signed:	Donna Briggs.....(Person completing the EIA)					
Name:	As above.....					
Signed:			(Policy Lead if not same as above)			
Date:	18/07/2025					

