

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

| A. Summary Details | | |
|--------------------|--|--|
| 1 | Title of EIA: | Youth Justice and YES |
| 2 | Person responsible for the assessment: | Tracey Staines / Andy Zilkha |
| 3 | Contact details: | Tracey.staines@trafford.gov.uk |
| 4 | Section & Directorate: | VAS/YES – Childrens |
| 5 | Name and roles of other officers involved in the EIA, if applicable: | Andy Zilkha – Service manager YES |

| B. Policy or Function | | |
|-----------------------|---|---|
| 1 | Is this EIA for a policy or function? | Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/> |
| 2 | Is this EIA for a new or existing policy or function? | New <input type="checkbox"/> Existing <input checked="" type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/> |
| 3 | What is the main purpose of the policy/function? | To provide Youth Justice statutory services, the Youth Offer and other duties with regard to provision for vulnerable young people aged 11-25. |
| 4 | Is the policy/function associated with any other policies of the Authority? | Children's Services priorities for support/safeguarding of children and young people |
| 5 | Do any written procedures exist to enable | yes |

| | | |
|----|---|---|
| | delivery of this policy/function? | |
| 6 | Are there elements of common practice not clearly defined within the written procedures? If yes, please state. | No |
| 7 | Who are the main stakeholders of the policy? How are they expected to benefit? | Children, Young People and their families & other professionals/ Staff teams |
| 8 | How will the policy/function (or change/improvement), be implemented? | Through regrades and not filling vacant posts. Expected additional income from existing projects. |
| 9 | What factors could contribute or detract from achieving these outcomes for service users? | Regrade decisions. Change in priorities for vulnerable CYP. |
| 10 | Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state? | No |

C. Data Collection on People Impacted by Policy or Function

| | | |
|---|---|--|
| 1 | Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function? | Yes |
| 2 | Please specify monitoring information you have available and attach relevant information*. | HR have details of all staff in YES/VAS. There are no groups/individuals specially adversely affected by the proposed changes. The reduction of 1 sessional worker is unlikely to have a notable effect |

| | | |
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| | | on delivery of YJ services to any specific group, the YES saving is a post (being used for regrade) that has not been recruited to over a period of years so will have no effect on delivery to any groups. |
| 3 | If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data? | |

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

| D. Consultation & Involvement | | |
|--|--|---|
| 1 | Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA? | <p>No – minor changes. Staff will be consulted on regrades – not agreed yet.</p> <p>No need to consult with CYP as very minor impact on service users (1 less sessional worker)</p> |
| 2 | Please list any consultations planned, methods used and groups you plan to target. (If applicable) | Some consultation activity will be undertaken as guided by HR as the changes are minor |
| 3 | **What barriers, if any, exist to effective consultation with these groups and how will you overcome them? | As the posts being proposed to be disestablished are vacant. There is no anticipated barriers. |

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low ☐

| | Positive | Negative (please specify if High, Medium or Low) | Neutral | Reason |
|--|----------|--|---------|---|
| Sex | | | X | Only 1 sessional worker affected by initial change (male) |
| Pregnant women & women on maternity leave | | | X | None affected |
| Gender Reassignment | | | X | None affected |
| Marriage & Civil Partnership | | | X | No effect |
| Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups) | | | X | No staffing changes that will impact |
| Disability – physical, sensory & mental impairments | | | x | No staffing changes that will impact |
| Age Group - specify e.g. older, younger etc. | | | x | No effect on age |
| Sexual Orientation – Heterosexual, | | | x | No impact |

| | | | | |
|---|--|--|----------|------------------|
| Lesbian, Gay Men, Bisexual people | | | | |
| Religious/Faith groups (specify) | | | X | No impact |

As a result of completing the above what is the potential negative impact of your policy?

High ☐

Medium ☐

Low ☐

Neutral ☒

F. Could you minimise or remove any negative potential impact? If yes, explain how.


| | |
|--|--|
| Race: | As above no effect expected |
| Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership | As above no effect expected |
| Disability: | As above no effect expected |
| Age: | As above no effect expected |
| Sexual Orientation: | As above no effect expected |
| Religious/Faith groups: | As above no effect expected |
| Also consider the following: | |
| 1 | If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason? |
| 2 | Could the policy have an adverse impact on relations between different groups? |

| | | |
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| 3 | If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how? | |
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G. EIA Action Plan

| Recommendation | Key activity | When | Officer Responsible | Progress milestones |
|----------------|--------------|------|---------------------|---------------------|
| | | | | |

Please ensure that all actions identified are included in the attached action plan and in your service plan.


 Signed
 Lead Officer Andy Zilkha
 Date 16.10.2023

Signed
 Service Head
 Date

If this EIA is to accompany a budget proposal please include sign off from a member of CLT:


 Signed

CLT Member

Jill McGregor

Date 21/02/2023